

The club's vision and mission statements, together with our statement of core values, guides our Management Committee and Sub Committees in all of our decision-making.

Our Shared Values

Our Management Committee and Sub Committees subscribe to the following 10 Values, as integral to our governing Code of Conduct; Mutuality, Confidentiality, Integrity, Leadership, Honesty, Selflessness, Commitment, Objectivity, Accountability, and Openness.

Our Vision

To lead the development of a financially healthy sports and social club, as a magnet to the wider community in recruiting Members, who share an enthusiasm for Football.

Our Mission

This vision will be achieved by having;

1. Establishing a welcoming, friendly, relaxed, and inclusive environment for Members and Associate Members regardless of age, gender, race, or religious beliefs.
2. Friendly service from a well trained and talented team of committee, staff, and volunteers
3. An efficiently managed business with solid financial foundations; Memberships, Pitch Hire, Clubhouse Hire, Special Events
4. Open, transparent and accountable decision-making, dealings with members, visitors and all stakeholders Honestly, Fairly, and with Integrity
5. Vibrant and cohesive Adult policies to encourage engagement and social inclusion through the provision of Senior Football, and Walking Football.
6. A Vibrant and cohesive Youth Club with policies to prepare young people to make life choices based on the beneficial principles of respect, sport, and teamwork.

We encourage the playing of organised football for children of all levels of ability in accordance with the FA Laws of the Game. We promote honesty, fairness and good sportsmanship. Our ethos is simple 'football is fun for both the players and supporters'.

7. Vibrant and cohesive Adult policies to encourage engagement and social inclusion through the provision of Darts, Pool, Golf, Games and Events.

Targeted Beneficiaries

Members
Youth and Children
Older community (50+) and walking football
Wider Community around Cove

Services

Hall for Hire
Catering
Football Youth Club
Football Senior Club
Dart Team
Pool Team
Golf Society
3G All Weather Pitch Hire

Problems Solved

Nowhere to Socialise
Social Exclusion
Boredom and Frustration
Loneliness and Isolation
Exercise and Well Being
Lack of Purpose or Common Cause

Code of Conduct for Cove Football and Social Club.

Mutuality, Confidentiality, Integrity, Leadership, Honesty, Selflessness, Commitment, Objectivity, Accountability, and Openness.

MUTUALITY

The Members of the Club will;

1. Respect the ideas and input of the Management Committee Members
2. Listen carefully for the value in other members views and statements, seeking FIRST to fully understand their reasoning and logic, before challenging them
3. Challenge fellow members views and statements in a constructive, polite, and informed manner - challenging the ISSUE or IDEA not the person.
4. Seek the Mutual solution that serves the benefit of the Club Vision and Mission
5. Seek to influence decision making with formal meetings and structured discussion - not force or circumvent the process with improper pressure from within the committee or external interference.
6. Accept and embrace the outcome all Management Committee voting, especially if on the dissenting side of the vote, and agree to process with ONE VOICE

If a majority of Members of the Management Committee feel that;

1. A Particular Member's behaviour at meetings is unacceptable. or
2. A Member is bringing Cove Football Club into disrepute through actions or statements made outside Committee Meetings, or
3. A Member is disrupting, damaging, or subverting the democratic decision making processes

Then, the Member shall first be made aware of such behaviour by the Chairperson with an opportunity to amend such behaviour, and should such behaviour continue, the Member may be asked to leave the Club, through a Dismissal Process.

CONFIDENTIALITY

The Members of the Club will;

1. Respect the organisation's need for confidentiality if it arises and will not share details of sensitive discussions outside Management Committee meetings, with ANY non Committee Member, Beneficiary, or External Third Party including but not limited to;
All Former Management Committee Members,
Rushmoor Council,
Official football leagues associated with Youth and Senior football.
Contracted Suppliers to the Club, e.g, Amenities, Breweries, etc.

2. Promote and support the principle of open and transparent decision- making, and will be happy to talk about, and contribute to discussion any aspect of the organisation's operation

If a majority of Members of the Management Committee feel that;

1. A Particular Member's breach of confidentiality is unacceptable. or
2. A Member is bringing Cove Football Club into disrepute through actions or statements made outside Committee Meetings, or
3. A Member is disrupting, damaging, or subverting democratic decision making processes

Then, the Member may be asked to leave the Committee, through a Dismissal Process.

INTEGRITY

The Members will;

1. Avoid actual impropriety
2. Avoid any appearance of improper behaviour.

If a majority of Members of the Management Committee feel that;

1. A Particular Member's breach of integrity is unacceptable. or
2. A Member is bringing Cove Football Club into disrepute through actions or statements made outside Committee Meetings, or

Then, the Member may be asked to leave the Committee, through a Dismissal Process.

LEADERSHIP

The Members will;

1. Respect the roles of Staff
2. Respect the contribution of Volunteers
3. Respect the historical and current contribution of Life Members

HONESTY

The Members will;

1. As a Duty, declare any interest relating to their Membership role and take steps to resolve any arising conflicts of interest.

If a majority of Members of the Management Committee feel that;

1. A Particular Member's breach of honesty is unacceptable, then the Member may be asked to leave the Club, through a Dismissal Process.

SELFLESSNESS

The Members will;

1. Act in the best interests of the Club as a whole. They should not do so to gain financial or other material benefit for themselves or their friends
2. Act in the best interests of other club members and their guests; be committed to acts of support, care and responsibility especially around the young and elderly.

If a majority of Members of the Management Committee feel that;

1. A Particular Member's breach of honesty is unacceptable

Then, the Member shall first be made aware of such behaviour by the Chairperson with an opportunity to amend such behaviour, and should such behaviour continue, the Member may be asked to leave the Committee, through a Dismissal Process.

COMMITMENT

The Members will;

1. Make every effort to attend the AGM or EGM's
2. Send Apologies for absence to the Chairman or Secretary as soon as possible before the AGM or EGM's if that Member is unable to attend
3. Complete their Actions if any as recorded in the Minutes in timely and progressive manner.
4. Take responsibility for their own behaviour, and the proactive progression of activities and actions arising - between meeting

OBJECTIVITY

The Members will;

1. Understand that Appointment decisions are based purely on merit.

If a majority of Members of the Management Committee feel that;

1. A Particular Member's breach of objectivity is unacceptable, then the Member may be asked to leave the Committee, through a Dismissal Process.

ACCOUNTABILITY

The Members will;

1. Comply with all aspects of the law on all occasions in accordance with the trust placed in them, and in such a way as to preserve and protect public confidence in The Club.
2. Be held accountable for their actions to the public Membership, Sponsors, and Customers and must submit themselves to scrutiny as appropriate.
3. Immediately Report to the appropriate Sub Committee as a duty of care to the Club, any Member, Associate Member or Customer problem with the attitude to assist in solving the problem to the highest satisfaction possible.
4. Deal with the unacceptable behaviour, or observed breach of the Members Code of Conduct by any Member, Associate Member or Customer in an appropriate and proportional manner

If a majority of Members of the Management Committee feel that;

1. A Particular Member's breach of accountability is unacceptable,

Then, the Committee Member shall first be made aware of such behaviour by the

Chairperson with an opportunity to amend such behaviour, and should such behaviour continue, the Member may be asked to leave the Committee, through a Dismissal Process.

OPENNESS

The Members will;

1. Ensure that confidential material, including ALL Management Committee discussions, debate and conflict - including that about individuals, is handled with due care.
2. Be as open as possible about their decisions and the actions they take and give reasons for their decisions; and restrict access to information only when the wider interest clearly demands
3. Be prepared to accept the conclusions and reasoning from within any Sub Committee meetings and communication channels with the wider Management Committee.
4. Avoid Backbiting and Back-channel subversion of the Club Vision and Mission.

If a majority of Members of the Management Committee feel that;

1. A Particular Member's breach of openness is unacceptable,

Then, the Member shall first be be made aware of such behaviour by the Chairperson with an opportunity to amend such behaviour, and should such behaviour continue, the Member may be asked to leave the Committee, through a Dismissal Process.

Signed On This Day of _____, 2019

NAME

SIGNATURE