



CLUB RESPECT TIPS FOR **THE COMMITTEE MEMBER**

When you take on the role of a committee member, you will be helping shape and direct the culture of the club.

You can choose how this power will impact people – for good or for bad.

Club committees do a lot of heavy lifting for the club. You can tell when a club is in poor shape when bad behaviour is commonplace and not dealt with properly by a club committee. Membership falls away. Sponsors and volunteers are hard to attract. Players are not united. Parents leave in droves. These clubs tend to be controlled by domineering 'know it all' types who don't listen, who treat people disrespectfully, and who rely on having a group of buddies around them.

For a club to become a place of respect, safety, fun, fairness and success, committees need to know how to apply the good governance principles and practice which will get them there.

Committee members don't just make up the numbers. In fact, they are vital to the clubs existence.

The following page is an excerpt of practical tips from the Club Respect website. Find more videos, how-tos and other resources for you and your club:

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YOU AND YOUR FELLOW COMMITTEE MEMBERS MUST LIVE AND BREATHE THE STATED VALUES OF THE CLUB.

- After all, if a club committee isn't prepared to live by the club's values, why should anyone else bother?
- Monitor when and how these values are revised, ensuring the process is regular and democratic.
- Value the need to build a strong volunteering culture where people are keen to join in.



YOUR COMMITTEE UNDERSTANDS THE IMPORTANCE OF GETTING ON WITH ONE ANOTHER.

- Have open and constructive discussions around the table without things degenerating into personal attack and mistrust.
- Share your positive ethos so that more people are prepared to pitch in, pull their weight and share jobs and effort rather than leave things to a few to do.
- Strike a balance between doing the work out on the ground or around the club as well as its higher order responsibilities around the club's values, strategic plan and delivery of club objectives.



YOUR COMMUNICATION WITH OTHER COMMITTEE MEMBERS WILL IMPACT THE CULTURE OF THE CLUB.

- That all the relevant communications between the committee and club are upfront, clear and honest.
- Deals with issues that might cause discontent such as: the perceived inequality in allocation of resources to different teams, to males/females, to juniors/seniors, transparency as to budget spending.
- It goes out of its way to make sure that people who have English as an additional language don't feel excluded by the forms of communication around the club.



YOU'RE A BIG PLAYER IN DETERMINING HOW SUCCESS IS MEASURED AND JUDGED AT YOUR CLUB.

- You need to be completely across what your club's success measures are, and when they're due for revision or redefinition.
- Make decisions about resource allocation that allow success measures to be achieved and celebrated.
- Even meetings full of people with good intentions can end up being very unsatisfying experiences. A balanced set of ground rules helps to achieve respectful discussion and productive outcomes.



AT ALL TIMES, YOUR COMMITTEE ACTS IN THE BEST INTEREST OF MEMBERS AND UPHOLDS THE CLUB'S CONSTITUTION.

- Have an unwavering responsibility to making sure that the club's Code of Conduct is enshrined in the club's constitution, respected and fairly enforced.
- When problems arise, the first response is focused on considered and fair resolution, without scapegoating or brushing over the underlying issues.



THE COMMITTEE UNDERSTANDS THAT ALIGNING THEMSELVES WITH CLUB VALUES STARTS WITH ALL COMMITTEE MEMBERS MODELLING RESPECTFUL BEHAVIOUR.

- Committee members lead by example, knowing that others follow their lead.
- There's zero room for bullying, intimidation, poor listening, disrespectful comments or exclusion of capacity and talent.
- Just as all members must pay their fees, it is equally important that the committee must be transparent about the use of fees publishing the annual budget and showing exactly how the money is spent.



COMMITTEE MEMBERS, COLLECTIVELY AND INDIVIDUALLY, TRANSLATE VALUES OF RESPECT, EQUALITY AND FAIRNESS INTO PRACTICE.

- Ensure that the club has policies and procedures in place that safeguard equality and fair treatment for all people, across all of the club's operations.
- Address every key aspect of your clubs operations, ranging from team selection policies through to equal gender representation across the club (committee, canteen, other volunteer roles).
- Make the policies visible, applied and lived in the everyday life of your club.