



President: Lawrence Davies

Chairman: Bruce Marshall

Registered Office: c/o King Watkins,

The Island House, Midsomer Norton, BA3 2DZ



POLICY - GOVERNANCE AND CODE OF CONDUCT

Owner: Secretary

Last reviewed: 1 Jul 19

GOVERNANCE

There is an expectation that all holders of public office work to the highest personal and professional standards. There are many principles that set out the standards expected from those who serve on Boards and Committees. The principles should form part of individual Terms of Reference for the appointment they hold.

SRRS follows the principles of the Constituent Body, the RFRU. The Society works through consultation with its membership, advice from professional staffs and in line with RFRU and RFU priorities. Consequently, the Society Executive should be constituted and equipped in a manner to meet its requirements and to allow Rugby officiating in Somerset to thrive. This will demand that all members of the Executive accept INVOLVEMENT, COMMITMENT and a TASK and FINISH approach.

MANDATORY REQUIREMENTS OF SPORT ENGLAND

We have a clear Organisational Culture. The RFU upholds Teamwork, Respect, Enjoyment, Discipline and Sportsmanship. SRRS will succeed through acting together as a Team. We will be disciplined to deliver. We will uphold sporting values through integrity and honesty.

Our success will be measured in growing match officiating to meet the needs of the modern game.

To do this we need to:

PROTECT – continue to grow Match Officials for the community game and in accordance with RFU Strategic priorities and the Match Official Blueprint. We must protect our brand value through business as usual and remain relevant to the community we serve.

ENGAGE – We must foster close relationships with the CB, the County RFUs, the Wessex Federation, the clubs we serve and other Societies. The Executive represents the Society and its membership. In doing this we can build our community through listening and learning from our stakeholders. This will enable the sharing of best practice and enhance our ability to support, advise and guide our membership.

We also need to develop Match Officials for all forms of the game played throughout the year. We must encourage innovation.

GROW – We need to develop the evidence of our value through our corporate activity, technology and data. By doing this we can encourage the growth of new communities and participation by supporting key initiatives. We should be proactive in developing and implementing training resources to improve the development experience and develop talent across a diverse community.

We should develop our own leaders in order to be confident that our succession planning is robust.

CODE OF CONDUCT

Organisational Culture - We agree to good behaviours and will comply with them, as a guiding principle we will uphold the Nolan Principles - the 7 Principles of Public Life¹. We accept that we represent the whole match Officiating community and are transparent in all that we do. We should harness and share best practice and expertise.

Structure – Our structure is clear and appropriate. It is Committee led and the Executive are collectively responsible. The Executive is exclusively vested with the power to lead but will lead and decide within their authority and guided by the principles and strategic direction agreed with the membership.

People – To be properly constituted, we need effective and diverse people with the knowledge, skill and experience to take decisions and accept responsibility; this may include co-opted professionals or people from our membership. Engagement needs to be constructive and objective. Conflicts of interest should be recognised. To be effective we need people to promote the organisation who act as advocates for our work and allow organisational direction to be maintained but without the power being perpetual; injection of new ideas and people is vital.

Communication – We need to be transparent and accountable in our communications. They need to be timely and take note of all stakeholder engagement. The Executive must exercise internal democracy. Committees should meet regularly and document and communicate their decisions.

Standards and Conduct - Every Individual must uphold the highest standards of personal integrity. We must all accept regular evaluation to drive continuous improvement. We must recognise the need for upholding discretion and confidentiality when dealing with information.

Policies and Processes - We should accept relevant advice to ensure that we comply with all legislation. Financial Planning should be strategic and reasoned and we need to produce regular audited accounts. We should use all available advice to ensure appropriate controls and risk management procedures are in place.

In sum, SRRS should have a clear purpose, a Strategic Aim and be aligned to the wider RFU strategic Plan.

¹ **1. Selflessness** - Holders of public office should act solely in terms of the public interest. **2. Integrity** - Holders of public office must avoid placing themselves under any obligation to people or organisations that might try inappropriately to influence them in their work. They should not act or take decisions in order to gain financial or other material benefits for themselves, their family, or their friends. They must declare and resolve any interests and relationships. **3. Objectivity** - Holders of public office must act and take decisions impartially, fairly and on merit, using the best evidence and without discrimination or bias. **4. Accountability** - Holders of public office are accountable to the public for their decisions and actions and must submit themselves to the scrutiny necessary to ensure this. **5. Openness** - Holders of public office should act and take decisions in an open and transparent manner. Information should not be withheld from the public unless there are clear and lawful reasons for so doing. **6. Honesty** - Holders of public office should be truthful. **7. Leadership** - Holders of public office should exhibit these principles in their own behaviour. They should actively promote and robustly support the principles and be willing to challenge poor behaviour wherever it occurs.