



Policy & Procedure

Trustees / Directors ~ Code of Conduct

1. Selflessness

Trustees/Directors of UK Deaf Sport have a general duty to act in the best interest of UK Deaf Sport as a whole. They should not do so in order to gain financial or other material benefits for themselves, their family, their friends, or the organisation they come from or represent.

2. Integrity

UK Deaf Sport Trustees/Directors:

- should not place themselves under any financial or other obligation to outside individuals or organisations that might seek to influence them in the performance of their role;
- as well as avoiding actual impropriety, should avoid any appearance of improper behaviour;
- should avoid accepting gifts and hospitality that might reasonably be thought to influence their judgement, or that may be considered as a bribe.

3. Objectivity

In carrying out their role, including making appointments (including Trustee/Director appointments), awarding contracts, recommending individuals for rewards and benefits or transacting other business, UK Deaf Sport Trustees/Directors should ensure that decisions are made solely on merit.

4. Accountability

UK Deaf Sport Trustees/Directors:

- have a duty to comply with the law on all occasions in accordance with the trust placed in them and in such a way as to preserve public confidence in UK Deaf Sport;
- are accountable for their decisions and actions to the public, funders and service users. They must submit themselves to what scrutiny is appropriate to their role.

5. Openness

UK Deaf Sport Trustees/Directors:

- should ensure that confidential material, including material about individuals, is handled in accordance with due care;



- should be as open as possible about their decisions and action that they take. They should give reasons for their decisions and restrict information only when the wider interest clearly demands.

6. Honesty

UK Deaf Sport Trustees/Directors:

- have a duty to declare any interests relating to their Trustee/Director role and to take steps to resolve any conflicts that may arise. Where private interests of a Trustee/Director conflicts with their Trustee/Director duties, he/she must resolve this conflict in favour of the Trustee/Director role.
- must make relevant declarations of interest in the different circumstances and roles they play both within and outside UK Deaf Sport.

7. Leadership

UK Deaf Sport Trustees/Directors:

- should promote and support the principles of leadership by example;
- must respect the role of the Chair of the Board of Trustees. There will be circumstances under which Trustees/Directors will be working directly with UK Deaf Sport staff. Guidelines for such working relationship must be clear to both staff and Trustees/Directors and, when these occasions arise, the Chair and/or Chief Executive should be informed in advance.