

SEER Youth Advisory Panel

Purpose

This Code has been written in order to help Members of the Swim England East Region (SEER) Youth Advisory Panel to meet high standards of professionalism and act with integrity in a forthright and ethical manner.

Principles

Members should observe the following principles relating to standards of behaviour in connection with their role as members of the SEER Youth Advisory Panel.

Selflessness: Members should serve only the interests of SEER and each of the disciplines, and should never improperly confer an advantage or disadvantage on any person, club or organisation. Members have a duty of care and skill to act in the best interests of SEER.

Integrity: Members should not place themselves in situations where their honesty and integrity may be questioned, should not behave improperly and should on all occasions avoid the appearance of such behaviour.

Objectivity: Members should make decisions on merit, including when making appointments, awarding contacts, or recommending individuals for rewards or benefits.

Accountability: Members should be accountable to the stakeholders for their actions and the manner in which they carry out their responsibilities.

Openness: Members should be as open as possible about their actions and those of SEER; and should be prepared to give reasons for those actions.

Honesty: To act, and to be seen to be acting, honestly in all aspects of their role within SEER and not to act in a manner outside of that forum that could adversely affect SEER.

Expectations and Behaviours

Members will:

- Make a commitment to attend all SEER Youth Advisory Panel meetings, informing themselves about the organisation and its work, and serving as an active, supportive, well informed member of the panel;

- Share information with others on the SEER Youth Advisory Panel in a timely and effective manner;
- Take an active, well informed part in meetings, discussions and decisions about the organisation and its future;
- Accept personal responsibility and accountability for the roles and tasks they have agreed to do;
- Read and understand the information provided for meetings;
- Not dominate, intimidate or act in ways which inhibit participation by others;
- Be aware of group dynamics – intervene as appropriate if certain people are dominating, or if the discussion is getting personal or going off the topic;
- Avoid creating or perpetuating an “us and them” or confrontational environment between the SEER Youth Advisory Panel, SEER Management Board and staff;
- Work towards creating an environment in which the SEER Youth Advisory Panel, SEER Management Board and staff are seen as partners working jointly to achieve the Region’s strategic objectives.
- Accept and maintain collective responsibility for all SEER Youth Advisory Panel decisions regardless of whether they were or were not at the meeting and whether they agree with the decision; and
- Maintain absolute confidentiality about all confidential and sensitive information received as a member of the SEER Youth Advisory Panel.

Responsibilities

This Code cannot, however, replace the importance of members of the SEER Youth Advisory Panel being fully aware of their responsibilities and keeping their skills and knowledge up-to-date.

Breach

Members who substantially breach any part of this Code may be subject to removal from the SEER Youth Advisory Panel.

Name of Panel Member:

Signed:

Date: