



**LORD'S TAVERNERS**  
Empowering young people through cricket

# Code of Conduct for Members

## Introduction

Welcome to our code of conduct for our members. This Code of Conduct has been developed for our members and approved by our Board of Trustees. It is designed to ensure that all members adhere to our core values: We Include, We Inspire, and We Empower. By fostering an environment of respect, encouragement, and support, we create a space where everyone can thrive. This document outlines the expectations we hold and the responsibilities of every member to uphold these principles.

## We Include

### Respect and Diversity

- **Embrace Diversity:** We celebrate the differences that make us unique. Members are expected to show respect towards all individuals, regardless of their background, culture, ethnicity, gender, age, sexual orientation, or disability.
- **Zero Tolerance for Discrimination:** Any form of discrimination, harassment, or exclusion is strictly prohibited. This extends to other members, employees, volunteers, participants and any other stakeholders who engage with the Lord's Taverners in any capacity. We are committed to creating a safe and inclusive environment for everyone.

### Creating an Inclusive Environment

- **Inclusive Communication:** We use inclusive language that respects and acknowledges the diversity of our community. We avoid language that is derogatory or exclusionary.
- **Active Participation:** We encourage everyone to participate and share their ideas and experiences. We listen actively and respectfully to different perspectives.
- **Support and Accessibility:** We ensure that all members have equal access to information, resources, and opportunities. We make accommodation necessary to support the full participation of all members. If you have accessibility

requirements that will affect the administration of your membership, attendance at our events or ability to engage with us, please do let us know.

## **We Inspire**

### Fostering Creativity and Innovation

- **Encourage Innovation:** We foster an environment where creativity and innovation are actively encouraged. We support other members and staff in exploring new ideas and thinking outside the box.
- **Share Knowledge:** We promote the sharing of knowledge and expertise within the community. Where applicable, we offer mentorship and guidance to help others develop their skills and achieve their goals.

### Leading by Example

- **Be a Role Model:** We demonstrate the values and behaviors that we wish to see in others. We lead with integrity, fairness, and respect.
- **Center the voice of young people:** We strive to include and centre the young people who participate in our programmes in all that we do.
- **Inspire Others:** We encourage and motivate others by recognising their achievements and contributions. We celebrate successes and milestones together.

## **We Empower**

### Supporting Growth and Development

- **Provide Opportunities:** We create opportunities for members to learn, grow, and develop their skills by getting involved in our committees, organising fundraisers and undertaking challenge events.

### Building a Supportive Community

- **Foster Collaboration:** We promote a collaborative environment where members, volunteers and staff work together towards achieving our common goals. We encourage teamwork and the sharing of resources and ideas.
- **Offer Support:** We are there for each other in times of need. We offer support, encouragement, and assistance to fellow members and maintain a network of trust and reliability.
- **Champion Inclusivity:** We work together to tackle inequality wherever we may find it. We work towards making the Lord's Taverners an inclusive organisation so that we may help as many young people as possible.

## Protecting Reputation

The Lord's Taverners has an established and respected reputation within the Charity sector. Members should avoid making inflammatory or derogatory comments, including those made on social media, about the Lord's Taverners. Comments to the media should not be made without the authorisation of the Director of Marketing and Communications. When attending events or appointments, all Members are there as representatives of the Lord's Taverners and should therefore, act in a manner which upholds these core values and does not negatively affect its reputation. Members should request that their guests are aware that their behaviour can also reflect unfavourably on the Charity.

Members at all times are expected to comply with the law, and act with a high standard of integrity, commitment and courtesy, and not to conduct themselves in a manner that could reasonably be regarded as bringing the Charity into disrepute.

## Implementation and Enforcement

### Adherence to the Code

All members are expected to adhere to this Code of Conduct. By joining our community, you agree to uphold these values and abide by the guidelines outlined in this document.

#### Reporting and Addressing Violations

- **Reporting Violations:** If you witness or experience any behavior that violates this Code of Conduct, please report it to the designated authority within our community by contacting [values@lordstaverners.org](mailto:values@lordstaverners.org). All reports will be handled with confidentiality and sensitivity in line with our [Complaints Process](#) and/or our [Whistleblowing Policy](#) (2022).
- **Investigating Complaints:** The designated authority will investigate all reported violations promptly and fairly as designated in the Complaints Process. Appropriate actions will be taken to address the issue and prevent future occurrences.

### Consequences of Violations

Members who violate this Code of Conduct may face consequences, including but not limited to warnings, suspension, or expulsion from our community in line with the processes set out in our Articles of Association. The severity of the consequences will depend on the nature and frequency of the violations.

## Conclusion

We thrive on the principles of inclusion, inspiration, and empowerment. By adhering to this Code of Conduct, we create a positive and supportive environment where everyone can contribute and succeed. Thank you for being a part of our community and for committing to these values.

We look forward to growing and achieving great things together.