



The Board of Kent Golf Limited ("**Kent Golf**") has resolved to adopt the following Social Contract as part of the Rules of Kent Golf and Local Rules for Kent Golf events. This replaces the previous Code of Conduct and Junior Code of Conduct. All references in other documents to the Kent Golf Code of Conduct or Junior Code of Conduct shall be read and construed as a reference to this document.

Your Social Contract with Kent Golf

What is a Social Contract?

A social contract is an agreement between an organisation and its members setting out the rights and obligations of each. In our case this is an agreement between Kent Golf and all of its golfers which portrays the values, behaviour and policies that we expect everyone involved to respect.

Golf has always had the expectation that those who play take personal responsibility for fair play, honesty and integrity. A prime example of this is when players call penalties on themselves when no one else would have spotted their infringement of the rules.

England Golf and the R&A, our governing bodies, each promote high standards of behaviour and a set of values through its codes of conduct and player agreements. Kent Golf has similar standards and expectations.

As an individual participating in a Kent Golf event, training or team, we want you to:

- enjoy golf in a positive environment
- be happy and safe
- feel respected
- be treated fairly and listened to
- have any concerns taken seriously and acted on
- be protected from abuse
- have your privacy respected
- feel comfortable asking for help

Our Social Contract

In accordance with our values, this social contract asks that you:

Be Professional

Do:

- demonstrate fair play and apply golf's standards and etiquette both on and off the course
- display good sportsmanship at all times
- be organised and on time for all Kent Golf events including training sessions
- arrive for an event or match in good time to ensure that you are fully prepared both mentally and physically before going to the first tee
- wear appropriate and smart clothing on and off the course and in the clubhouse and wear team uniform when requested
- have a good knowledge of all the basic Rules of Golf (always have the Player's Edition of The Rules of Golf with you out on the course)

Kent Golf will:

- provide competitive playing opportunities for you
- provide playing opportunities for you to represent Kent in team competitions
- provide free training sessions for all squads, as well as other training opportunities

Be Respectful

Do:

- treat Kent Golf staff, officials and volunteers with respect
- accept the decisions and reasonable requests of officials, on-course volunteers, team managers and coaches
- be courteous and respectful to your fellow players and opponents, both on and off the course
- respond in a timely manner to written and verbal requests, such as availability queries and training exercises
- be kind to others and to yourself

Kent Golf will:

- treat you with respect
- listen attentively to your point of view
- take all reasonable measures to address issues raised by you

Be a team player

When part of a Kent Golf Squad, do:

- support your fellow squad members when winning or losing
- be inclusive towards all members of your squad and value the differences they bring to the group
- contribute positively to the culture of the squad and the team that you are part of
- be available for as many Kent Golf competitions and matches as possible
- honour your commitments to play for Kent Golf and in its competitions unless there are exceptional circumstances

Kent Golf will:

- work hard to be inclusive and to encourage a very broad range of people to become involved with its activities
- establish a transparent and accountable system of selection for and recruitment to Kent Golf teams and squads
- recognise the importance of players' work and education commitments and will not disadvantage players when these needs can, on occasion, prevent them from playing
- strive to develop a positive culture in all the squads and teams

Act with integrity

Do:

- use social media responsibly and think carefully before posting anything or when using messaging services
- keep your phone in silent mode both on and off the course
- speak to a Kent Golf official if you have any worries or concerns about anything, including the welfare of a fellow golfer
- understand that you have the right to be treated as an individual

Don't:

- make or receive calls or send messages on your phone on the course (including on practice days and at training sessions) other than in cases of emergency or use your phone for any other reason
- other than in designated areas, make or receive calls in the host club's clubhouse
- be critical or disrespectful to others, either online, through text, email or social networking platforms, or in person; bullying will not be tolerated
- use foul language
- drink alcohol on the course

- take illegal performance enhancing drugs or stimulants

Kent Golf will:

- treat you as an individual
- listen to any concerns you may have
- operate a formal complaints process
- apply this social contract for the well-being of all concerned

Be Competitive

Do:

- be ambitious to improve, focus on what you are doing and be keen to win
- play in as many club, Kent Golf and open competitions as possible (at least two a month from April to October is recommended) so that your handicap index is based on form and competitiveness in competition
- limit the number of scores submitted for handicap in general play (formerly supplementary scores) to accurately reflect your ability in competitive play as above

Kent Golf will:

- take into account future playing potential as well as current achievement and commitment in the selection of teams and squad
- offer feedback from the County Captain or relevant Team Manager on why you have or have not been selected; this may also include feedback to parents or guardians for juniors
- obtain as much information as possible about players from club, county or regional matches and championships; using coaches, managers, captains or others as appropriate

Be Proud

Do:

- appreciate that it is an honour to play for your County and be proud to do so
- wear the uniform provided with pride when at Kent events (but not otherwise)
- display high standards of behaviour as an ambassador for Kent, your Club and your sport

Kent Golf will:

- provide uniform to all squad members who play in inter-county competitions and represent Kent in any other matches or competitions

- publish and keep updated a calendar of events in good time to enable you to plan your schedule
- communicate this Social Contract to all players, officials, coaches and volunteers and regularly review its content

If you are a Junior Golfer

In addition to the above,

Do:

- sign in on arrival and out on departure at all Kent Golf competitions and training and let an organiser know if you are leaving the venue before the end of the event

Do not:

- smoke or drink alcohol whilst in the care of Kent Golf

Kent Golf will:

- ensure that there is proper and adequate supervision at each event

1 June 2021