

Teesside 43 Code of Conduct

This Code of Conduct provides an indication of the way in which a member of Teesside 43 is expected to conduct themselves. It will be of persuasive authority when considering if a member has fallen short of the expected standards and may be had regard to in any disciplinary proceedings.

It is the aim of Teesside 43 to provide a welcoming, enjoyable, tolerant and safe environment for all members and anyone we interact with.

Duty of care.

All members should always act in a manner that recognises the need to be responsible for their own safety and the safety of others. Risk to oneself and others must be mitigated as fully as possible and it should be recognised that taking risks to one's own safety may ultimately impact upon the safety of others who may have to intervene to assist if things go wrong.

Care should be taken not to cause any member undue upset, harassment, alarm or distress or to use offensive language or violence.

The same considerate attitude should also be displayed to non-members with whom you interact whilst involved in club arranged activities, or activities that may reasonably be presumed by others to be club activities. (e.g. Diving activities involving multiple members of the club or its equipment).

Occasionally it may be necessary for members to be critical of one another in the interests of furthering the aims of safety and good conduct. Care should be taken to ensure that any such criticism is merited and proportionate.

Good Conduct

All members have a right to mutual respect and freedom of expression. However, members must always ensure that they do not act, or express personal views, in a way that could bring the membership of Teesside 43 into disrepute. This duty also applies to conduct or views expressed via social, print or other media.

Arranging Club Activities

It is to every member's benefit that individuals are prepared to arrange and oversee activities. That often gives rise to the exposure of the activity organiser to financial risk. All members must always meet their financial obligations to each other. Members must not commit to participate in any activity that they are not willing to fund in full. Return of non-refundable deposits must never be demanded. Once a member has committed to payment in full for any activity, whether in writing or otherwise, they must honour their commitment to make full payment to the organiser and indemnify the organiser for any loss incurred as a direct result of any decision that the member makes to withdraw from the activity. It is, however, open to the member and organiser to seek to mitigate that members loss so far as it is reasonably possible to do so by selling that members interest in the activity to another member or suitably qualified person in the members stead.

Equal Opportunities

Teesside 43 fully endorses and respects the freedom of members and non-members alike to expect to be afforded equal opportunities regardless of their race, age, religion, sexual orientation, or mental or physical disability.

Members are expected to do whatever they can to accommodate each other so that all can enjoy their membership and participation in club activities.

Applications

Applications are welcome from all individuals over the age of 12 years of age and no member or prospective member shall be unduly restricted in their participation in club activities, save so far as that is necessary to ensure the safety of that individual and/or the safety of others.

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Compressor and gas use and management

Some aspects of diving carry inherent risk to participants. The use of compressed gas and the equipment needed to compress it is clearly an area of significant risk.

Members must only operate or use equipment they are demonstrably qualified to use. Likewise, members must only use breathing gases that they are demonstrably qualified to use. BSAC and other regulatory organisations operate certification standards that ought to be considered indicative of the minimum standards required. Hence, no member should mix gases without a recognised certificate, and members should not dive without being able to demonstrate qualifications appropriate to the compressed gases or mixes that they seek to utilise.

Members and guests should not be admitted to areas in which potentially dangerous equipment or gases are in use.

All equipment operated must be operated in accordance with the manufacturers specified service requirements and in accordance with British Standards, European standards and industry recognised good practice.

Boats

The club boats must only be used under the supervision of a reasonably competent member who should be able to demonstrate an appropriate and recognised level of qualification to do so.

VHF Radios and other SOLAS recommended equipment must be used in accordance with regulatory requirements and in accordance with the law.

South Gare Marine Club

Teesside 43 is a member of SGMC and has access to various facilities including the slipway and tractor launching. Those facilities are only to be utilised by appropriately qualified and authorised members. All Teesside 43 members must respect and have regard to all SGMC rules and use their best endeavours to comply with the SGMC constitution and any published guidance and policies of SGMC.

Diving

All members must dive within the limits of their qualifications and be cognisant of the advice issued from time to time by the Diving Officer. Failure to do so may be indicative of negligence and may jeopardise the safety and the wellbeing of members or others and give rise to individual and collective liabilities that could affect the viability of Teesside 43 branch.

Discipline

The Teesside 43 club "Byelaws" set out how disciplinary proceedings will be conducted. Any disciplinary procedures adopted must be in accordance with the procedure provided for within those byelaws and with the overarching aim of ensuring fairness, justice to all parties and reasonable decision making.

National BSAC policies

The Teesside 43 branch is a member of BSAC, and all members of Teesside 43 are expected to have reasonable regard to, and use their best endeavours to follow, any policies and guidance that BSAC may issue from time to time.