

Welsh Beekeepers' Association

Cymdeithas Gwenynwyr Cymru

Registered Charity number 509929



CODE OF CONDUCT POLICY

A guide for trustees, officers and other volunteers on behalf of the
WBKA

This policy will be reviewed on an ongoing basis, at least once a year. WBKA will amend this policy, following consultation, where appropriate.

Date of last review: November 2023

Code of Conduct for Trustees , Officers and Delegates of The Welsh Beekeeping Association

Introduction

The Constitution of the Welsh Beekeepers Association (WBKA) is the Governing document of the Association and this Code of Conduct sets out the standards of behaviour expected of its Trustees, Officers and Council members in achieving the Aims and Objects set out.

The Code will refer to general expectations as to conduct for all the groups but some clauses will have specific expectations of Trustees who hold the legal responsibility for the lawful and efficient running of the WBKA. The Code of Conduct is based in general on the Nolan Principles of standards in public life, an outline of which as it applies to Trustees and Officers is included as Appendix 1.

Integrity

Trustees and Council Members are expected to use their knowledge, expertise and experience to take decisions which are in the overall best interests of the Welsh Beekeepers Association and its members. They are equally responsible for decisions of the Management Committee and the Council as appropriate. They are also jointly responsible for implementing the principles of good governance by leadership and good example.

Respect

Trustees, Council Members and Officers of the WBKA must treat each other and others who they come into contact with as part of their roles with respect and courtesy at all times. Democratic decisions taken by the Management Team or Council should be respected by all members of those groups so long as they are lawful. Dissent should be expressed by reasoned argument. Abuse either verbal or written has no place in the business of the WBKA.

Where policies or rules of the WBKA exist they should be followed.

Commitment

When any member undertakes to represent their local Association, agrees to serve as an Officer or stands for election as a Trustee they must recognise that by doing so they agree to devote sufficient time to prepare for and attend the necessary meetings. Any member proposing to undertake any of the above roles should familiarise themselves with the expectations and any job/role descriptions available. Where an individual stands for election as a Trustee they will recognise that they are committing to a role which puts the needs of bees and beekeepers throughout Wales before local or personal interests. In the interests of continuity election as a Trustee is for a period of three years and resignations before the end of that period should be avoided where possible. It is recognised that the best laid plans can go awry and where mid-term resignation is unavoidable , a period of notice of three months should be aimed for to allow a reasonable hand-over.

Personal benefit and conflict of interest

No Trustee, Council Member or Officer of the WBKA should seek to benefit from holding their position to any greater extent than any other member.

Any Trustee, Council member or Officer who identifies an actual, potential or perceived conflict of interest should promptly declare any such interest and withdraw from any meeting where the matter is discussed.

Conflict within the WBKA

Conflict should not arise if the individuals respect each other and the democratic decisions of the WBKA. Where a situation arises in which any individual Trustee, Representative or Officer considers that they have been the subject of abuse, bullying or any other form of unreasonable behaviour by a colleague then the steps outlined in the WBKA Disagreements and Disputes Policy.