



Welsh Target Shooting Federation

Code of Ethics

Introduction

The term “ethics” is derived from the Greek word *ethos* which can mean custom, habit, character or disposition. So, in simple terms, Welsh Target Shooting Federation ethics are the moral standards we rely on when we make decisions, manage, and participate in our sport/activity. Our code will become our norm it will define what is right and outline the kind of behaviour that is expected throughout our sport.

Welsh Target Shooting Federation ethical values include basic concepts and fundamental principles of decent social behaviour, the right of natural justice, respect for the rules and regulations of our sport/activity concern for health and safety and for the environment. At the heart of Welsh Target Shooting Federation ethics is acknowledgement and concern about something or someone outside of our own self-interest and needs.

Welsh Target Shooting Federation Ethics Policy/Code of Ethics

Welsh Target Shooting Federation is committed to undertake all aspects of its work as a National Governing Body of Sport/Organisation whilst upholding our agreed ethical principles.

Welsh Target Shooting Federation will:

- act with **Honesty** and **Integrity** at all times
- be **Trustworthy** by keeping promises and fulfilling commitments
- be **Loyal** and **Supportive** of employees, members and stakeholders
- be **Accountable** for decisions taken (or not taken)
- **Respect** the rights, dignity and worth of all people involved in the Welsh Target Shooting Federation, regardless of gender, race, marital status, colour, disability, sexuality, age, occupation, religion or political opinion.
- **Act Fairly** and with **Care**, particularly when dealing with disputes and difficulties
- **Obey the law**
- expect **Excellence** of our board and employees
- develop **role models** to lead by example
- not do anything to harm our **good reputation**
- observe the highest standards of **impartiality, integrity** and **objectivity** in relation to the stewardship of funds and the management of Welsh Target Shooting Federation.

Scope of Welsh Target Shooting Federation Ethics

This policy applies to Welsh Target Shooting Federation Board Members, employees and members. As far as possible Welsh Target Shooting Federation will set expectations about the ethical values of the partners that Welsh Target Shooting Federation works or connects with.



Welsh Target Shooting Federation will promote its Code of Ethics to assure members, stakeholders and the general public that Welsh Target Shooting Federation is acting in a socially and professionally acceptable manner. This manner of working will be embedded within our organisation and everything that we do.

Management of Welsh Target Shooting Federation Ethics

The Board and Chairman will monitor and review the way that Welsh Target Shooting Federation works within our ethical framework. Disciplinary processes (and associated appeals procedures) will be followed for any person or decision-making group that acts outside of the policy, or attempts malicious or self-serving use of the code for individual benefit.

Links with Other Policies

Our code of ethics links directly to other policies and procedures, in particular, but not limited to; Codes of Conduct, Conflict of Interest, Confidentiality, Whistleblowing, Equality and Human Resources.