

# The Essex Walking Football League

## Governance and Committee Working Guidelines

**1. Our Purpose** - To support the development of the Essex Walking Football League, within Essex and the five London Boroughs of Essex.

### **3. Our role is specifically to:**

3.1 To ensure the safe participation of a competitive Walking football league in Essex.

3.2 Assist in the elimination of unlawful discrimination, bullying, harassment and victimisation, and any form of abuse directed at specific groups within any environment that is subject to County FA influence or regulation.

3.3 Instil confidence in the reporting and subsequent handling of discrimination cases and enable transparency in the reporting of outcomes.

3.4 Act as Ambassadors as appropriate for the Essex Walking Football League.

3.5 Identify key issues and support the identification and delivery of solutions.

3.6 Co-ordinate consultation sessions with the wider community in relation to annual county plans.

3.7 Identify key issues and trends that may promote the growth of the game through inclusion and diversity interventions.

### **4. Our Committee Members will:**

4.1 Selflessness - Act solely in terms of the public interest

4.2 Integrity – Avoid placing themselves under any obligation to people or organisations that might try inappropriately to influence them in their work. They should not act or take decisions in order to gain financial or other material benefits for themselves, their family, or their friends. They must declare and resolve any interests and relationships.

4.3 Objectivity – Act and take decisions impartially, fairly and on merit, using the best evidence and without discrimination or bias.

4.4 Accountability – Be accountable to the public for their decisions and actions and must submit themselves to the scrutiny necessary to ensure this.

4.5 Openness – Act and take decisions in an open and transparent manner. Information should not be withheld from the public unless there are clear and lawful reasons for so doing.

4.6 Honesty – Be truthful.

4.7 Leadership – Exhibit these principles in their own behaviour and actively promote and robustly support our principles and be willing to challenge poor behaviour wherever it occurs.

4.8 People - Recruit and engage people with appropriate diversity, independence, skills, experience and knowledge to take effective decisions that further the organisation's goals.

4.9 Communication – Be transparent and accountable, engaging effectively with stakeholders and nurturing internal democracy.

4.10 Standards and Contact – Uphold high standards of integrity, and engage in regular and effective evaluation to drive continuous improvement.

4.11 Policies and Processes – Comply with all applicable laws and regulations, undertake responsible financial strategic planning, and have appropriate controls and risk management procedures.