

Little Athletics SA Board Code of Conduct

Objective

The objective of this Code of Conduct is to set out, in practical terms, the way each Board member agrees to behave in their role as a Director of Little Athletics SA.

The Code is intended to support strong governance, respectful decision-making, clear accountability and a Board culture that reflects the values and purpose of Little Athletics SA.

Note: This Code of Conduct has been developed with reference to the Australian Athletics Board Code of Conduct and adapted to reflect Little Athletics SA's governance structure, values, responsibilities and local operating context.

Alignment with LASA values

This Code of Conduct aligns with LASA's values:

1. **Be Your Best**
We lead the way in the community and work hard to achieve the highest standards in everything we do.
2. **Collaborative**
We build strong relationships by supporting each other and working together to make decisions for the betterment of the sport.
3. **Integrity**
We are honest, transparent, ethical, respectful and fair in all our actions.
4. **Innovative**
We are proactive, forward thinking and progressive in striving to make our sport great.
5. **Inclusive**
We are a sport that embraces, supports and encourages all abilities and backgrounds.

Each Board member agrees to behave in a way that is consistent with this Code of Conduct and supports LASA's values, reputation and responsibilities to children, families, Clubs, Centres, volunteers, staff, partners and the broader Little Athletics community.

Agreeing to the Code of Conduct

Upon appointment, and annually thereafter, each LASA Board member is required to confirm their willingness and intention to comply with this Code of Conduct.

As a Director of Little Athletics SA, I agree that I will:

1. Act in good faith and in the best interests of LASA

I will:

- act honestly, fairly and in good faith;
- act in the best interests of Little Athletics SA as a whole;
- treat members, Clubs, Centres, athletes, families, volunteers and staff fairly and respectfully;
- comply with the law and support LASA to meet its legal, governance and community responsibilities;
- protect the financial sustainability and long-term viability of LASA;
- only use the powers of the Board for the purposes for which they were granted;
- exercise independent judgment and not vote at the direction of any other person or organisation;
- bring an open mind to Board discussion and decision-making;
- be impartial and fair in decision-making;

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- support and protect the reputation of LASA and not act in a way that brings LASA, its Clubs, Centres or the sport into disrepute;
- seek prior approval for any significant out-of-pocket expenses for which I intend to claim reimbursement;
- not accept personal benefits that could place me under an obligation to another person, organisation or interest.

2. Avoid or manage conflicts of interest appropriately

I will:

- not put my own interests, or the interests of another person or organisation, ahead of LASA's interests;
- not take improper advantage of my position as a Board member to gain a personal advantage for myself or another person or organisation connected to me;
- disclose any actual, perceived or potential conflict of interest to the Board as soon as I become aware of it;
- comply with the Board's process for managing conflicts of interest, including leaving the meeting where required and not participating in discussion or decision-making where appropriate;
- work with the President and CEO to determine whether I should receive Board papers relating to a matter where I have a conflict;
- consider whether I should resign from the Board if a conflict is significant and ongoing
- not seek or accept any benefit for directing business, services or opportunities to LASA;
- seek independent professional advice about my duties where appropriate, and in accordance with the Board's agreed process.

3. Use information properly

I will:

- use information gained as a Board member only for proper LASA purposes;
- not use confidential information for personal advantage or to advantage another person or organisation;
- not provide LASA documents, Board papers or confidential information to people outside LASA unless authorised or required by law;
- keep Board discussion, debate, papers and decisions confidential unless the Board has authorised disclosure or disclosure is required by law.

4. Support decisions made by the Board

I will:

- support respectful and constructive Board discussion;
- support consensus decision-making where possible;
- accept that Board decisions are collective decisions, even where I personally disagreed;
- publicly support Board decisions once made;
- only ask for my vote against a Board decision to be recorded in exceptional circumstances;
- not undermine Board decisions or the authority of the Board;
- consider resigning from the Board if I cannot support a lawful and properly made Board decision.

5. Act with care and diligence

I will:

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- understand my duties and responsibilities as a Board member;
- devote adequate time and attention to my role;
- attend Board meetings and relevant committee meetings regularly;
- read Board papers and prepare properly for meetings;
- participate actively and constructively in meetings;
- ask questions and seek information where needed to properly discharge my duties
- develop an appropriate understanding of LASA's operations, risks, strategy, finances and obligations;
- support the appointment, performance and accountability of the CEO;
- ensure appropriate delegations, policies, procedures and reporting systems are in place;
- monitor LASA's performance, financial position, risks and strategic progress;
- question the status quo where appropriate and look for ways to improve LASA.

6. Act in accordance with LASA's values

I will:

- support LASA's role as a family-focused, community-based sport for children and young people;
- place the wellbeing, safety and positive experience of children at the centre of Board decision-making;
- promote participation, fairness and access across Clubs, Centres and communities;
- act with integrity, honesty, respect and transparency;
- listen to and value diverse views and experiences;
- deal respectfully with disagreement and conflict;
- ask questions to improve decisions, not to catch people out;
- avoid factional behaviour or conduct that divides the Board;
- work collaboratively with other Board members, the CEO, staff, Clubs, Centres, Australian Athletics and partners;
- support continuous improvement in LASA's governance, operations and service to Clubs and Centres.

7. Acting as spokesperson

I will not speak publicly on behalf of LASA unless authorised to do so.

Where a public statement is required, the President or CEO will usually act as spokesperson in the first instance, unless the Board agrees otherwise.

If authorised to speak on behalf of LASA, I will do so in a way that is accurate, respectful, consistent with Board decisions and aligned with LASA's values and communication expectations.

8. Review

The Board will review this Code of Conduct annually, or earlier if required.

Each Board member will be asked to confirm their commitment to this Code upon appointment and annually thereafter.