

Proposal for adoption at KRA committee meeting May 2022: CODE OF CONDUCT

- 1) **Objective:** KRA committee members are volunteers, chosen on their ability, standing and achievement to represent a community of residents. Committee members are expected to give willingly and often generously of their time and effort to deliver the KRA's objectives, which serve an ever more diverse membership base. As such, gratitude, respect and support should characterise our interactions with each other.

2) **Principles of Teamwork:**

- Proposals tabled to the committee are expected to be thoroughly evaluated, and any related constructive challenges should not be taken personally (or directed in such a manner).
- Good decisions which reflect integrity and bona fide intent are more likely to be reached by encouraging a willingness to challenge and explore ideas.
- Individual members - including those that have voted against - must abide by a committee decision. If you feel strongly about reversing a decision then argue your case in committee openly and respectfully.
- It is an essential courtesy that if you wish to express a criticism about, or pose a challenge to, a fellow committee member you should first be willing to do so one-on-one to the person concerned. Failing a solution, and subject to the matter being of importance not just to you but to the committee and/or the KRA, then raise it at a committee meeting, but not via emails.
- If we agree to complete tasks by deadlines, it is incumbent on individuals to alert team members as soon as possible if events occur which will delay their contribution.

3) **Transparency and due process:**

- The KRA's modest budget belies the fact that an effective residents' association will have an impact on our village and/or on people's lives – whether through commenting on planning applications; interacting with local government and other residents' associations in matters of common concern; dealing with our natural, residential or cultural environment; roads, safety, transport, charitable causes etc.
- The well-intended nature of initiatives must not exclude us from informing the committee in advance of any proposed initiatives, thereby ensuring that we encourage comment and contributions from fellow committee members to enhance the quality and thoughtfulness of what we deliver. This would ensure that major projects go through governance with the committee before contracts are tendered/allocated and it is too late to comment.

4) **Integrity:**

- Committee members exemplify a long and proud KRA history for integrity.
- We are entitled to private lives. But if a private matter enters the public domain and is likely to bring the KRA into disrepute, we are individually obliged to declare the matter and offer to stand aside. The committee will make the final decision.
- Conflicts of interest are inherent through our private ownership of property, or roles we hold in KNECL, KHC, HCKL and other community organisations such as KVCA. There is a duty on us to declare an actual conflict of interest in relation to our role on the committee, a sub-committee or voting on a conflicted matter and stand back from voting or involvement if required. The committee will decide the relevance.