# King’s Cross Steelers Rugby Football Club Limited 

## Rules

Title I
Arrangement and interpretation
These rules of the Club are made pursuant to Article 18.1 and Article 18.3 of the Club's Articles. The terms used shall have the same meaning as in the Articles. The Rules should also be used in conjunction with the Articles which contain more detailed provisions including whether or not the Club has the ability to pay players. Where there is any inconsistency between these Rules and the Articles, the provisions of the Articles shall prevail and in particular Article 18.6, which says that nothing in these Rules shall be permitted if it prejudices the Club's status as a CASC.

## List of Rules as presently arranged

The Board is authorised in pursuance of Rule 1 (arrangement of the Rules) to maintain the Rules in good order including by: arranging them thematically into groups (called 'titles') corresponding approximately with each part and sub-part of the Articles, or relating to matters not covered by the Articles (Rule 1.2(a)); numbering and renumbering them (Rule 1.2(b); and adding, varying or removing headings and sub-headings (Rule 1.4(d)).

## Title I: Arrangement and Interpretation

## 1. Arrangement of the Rules

2. Definitions
3. Interpretation of the Rules

## Title II: Objects and Powers

4. Mission Statement
5. Charitable donations
$\frac{\text { Title III: Directors' Powers and Responsibilities: General }}{\text { 6. Appointment of vice-presidents }}$
Title IV: Directors' Powers and Responsibilities:
Club Officers and Other Persons to Whom the Directors May Delegate
6. Immediate-past Principal Officers
7. Board-appointed Club Officers

## Title V: Directors' Powers and Responsibilities: Committees <br> 9. Standard procedures for committees

Title VI: Discipline Committee
10. Discipline Committee: Composition
11. Discipline Committee: Meetings

Title VII: Elected Positions
12. The Other Principal Officers
13. Nomination to be a Principal Officer
14. The Disciplinary Officers
Title VIII: Becoming and Ceasing to Be a Member
15. Membership
16. Voting Members
17. Non-voting Members
18. Corporate Members
19. Honorary Membership and Honorary Life Membership
20. Rights and privileges of Members
21. Playing Members Register
22. Entrance fee
23. Subscriptions
24. Expulsion of Members
Title IX: Other Rights and Privileges of Membership
25. Playing and training privileges
26. International tickets allocation
Title X: Discipline
27. Club code of conduct
28. Disciplinary procedures
Title XI: Voting at General Meetings: Elections
29. General provisions concerning voting at general meetings
in elections held pursuant to Article 23 or 24
30. Returning Officer: Appointment and duties
31. Board direction of an election
32. Candidates' election statements
33. Candidates speaking in support of their candidature and answering questions
34. Withdrawal of a Candidate
35. Provisions relating to electronic voting at the meeting
36. The count
37. Notification and declaration of the result
38. Disposal of voting papers and other documents

## 1 Arrangement of the Rules

1.1 The Board is authorised and instructed to prepare and maintain a complete compilation, restatement and revision of the Rules which conforms to the understood policy, intent and purpose of Voting Members in general meeting or the Board, in the original resolutions made pursuant to Article 18.1 or 18.3, with such amendments and corrections as will remove ambiguities, contradictions, inconsistencies and other imperfections both of substance and of form.
1.2 In pursuance of paragraph (1), the Board is authorised and instructed:
(a) thematically to order and group the Rules, with each arrangement of Rules so grouped called a title, and each Title corresponding approximately with each part and sub-part of the Articles or being additional to the same;
(b) to classify newly resolved Rules to their proper positions in the Rules and, as necessary, amend the numbering thereof including cross-references;
(c) to add to these Rules new Defined Terms implied by expressions in an original resolution making or varying a Rule, where terms with the same meaning are used in more than one Rule or as the Board thinks fit;
(d) when placing a new Rule into these Rules or amending the text of an extant Rule, to replace expressions in the original resolution making or varying a Rule with a Defined Term in the Articles or these Rules where such Defined Term has the same meaning; and
(e) otherwise to make such amendments and corrections as will remove ambiguities, contradictions, inconsistencies and other imperfections both of substance and of form.
1.3 Where an amendment or correction causes there to be a material conflict of interpretation between the text of the original resolution and the Rules as prepared and maintained pursuant to this Rule, the text of the original resolution shall prevail.
1.4 In pursuance of paragraph (1), the Board is authorised to, and may from time to time as it thinks fit:
(a) create and remove Titles or vary the name of a Title;
(b) vary the ordering, and in consequence numbering, of Titles;
(c) vary the ordering of Rules relative to each other and as necessary amend the numbering thereof including cross-references; and
(d) insert, remove and vary headings and sub-headings of or within Rules.
1.5 The number or name given to any Title, and of any heading or sub-heading, shall not itself form part of the Rules.
1.6 In the event that an RFU Regulation referred to in the Rules is renumbered by the RFU, the Board shall be authorised pursuant to paragraph (1) to amend any such reference in the Rules, but Rules consequential upon the substance of the RFU Rules or RFU Regulations shall only be varied by resolution in accordance with the Articles.
1.7 The Board shall prepare and publish periodically a new edition of the Rules.

Adoption and Amendments
Original text of Rule adopted (30.7.2020) by decision of the Members in general meeting.

## 2 Definitions

2.1 In these Rules, unless the context requires otherwise:

Annual General Meeting means a general meeting held pursuant to Article 31.1.
Associate Member has the meaning given to it in Rule 17 (Non-voting Members).
candidate means a person nominated by another Member pursuant to Article 23.1 to be the President, the Chair, the Secretary, the Treasurer or one of the Other Principal Officers.
clear days either has the meaning given to it in the Articles or, if the context requires, means that, in computing the number of days-
(a) the day on which the period begins, and
(b) if the end of the period is defined by reference to an event or action being completed, the day on which that event occurs or action is completed,
are not included.
Club Officer means an officer of the Club, other than the Principal Officers, by virtue of the Rules or appointed as such by the Board. A Club Officer, if he is a Full Member and is not a Playing Member or Coach Member, shall be counted as a Skilled Member.

Corporate Member means a company admitted to membership of the Club pursuant to Rule 18 (Corporate Members).

Friends Member has the meaning given to it in Rule 17.
Full Member has the meaning given to it in Rule 16 (Voting Members).
international ticket means one of the tickets the Club is allowed to apply for or purchase under the RFU's policy relating to the distribution of tickets for home rugby union matches played by the England senior men's XV which are organised and controlled by the RFU (whether at Twickenham or elsewhere in England) and the finals of cup competitions at Twickenham which are organised and controlled by the RFU, and of tickets supplied to the RFU by other national unions for away rugby union matches involving England representative rugby union teams.
mission statement has the meaning given to it in Rule 4 (Mission Statement).
part and sub-part of the Articles means the parts into which the Articles are divided and the headings within parts under which some Articles are arranged, namely: Part 1: Details, interpretation and limitation of liability; Part 2: Directors; Directors' powers and responsibilities; Decision-making by directors; Appointment of directors and elected positions; Part 3: Members; Becoming and ceasing to be a member; Organisation of general meetings; Voting at general meetings; Part 4: Administrative arrangements; and Directors' indemnity and insurance.

Playing Member has the meaning given to it in Rule 16 but Playing Members Register has the meaning given to it in Rule 21 (Playing Members Register).

Principal Officer Election has the meaning given to it in Rule 29 (General provisions concerning voting at general meetings in elections held pursuant to Article 23 or 24).
returning officer means a Member appointed by the Board to act as the returning officer for an election or elections pursuant to Rule 30 (Returning Officer: appointment and duties).

RFU Regulation has the meaning given to it in the RFU Rules.
RFU Rules means the Rules of the RFU for the time being registered with the body appointed to carry out the function of registration authority for the RFU.
season means the RFU competition season as set out in RFU Regulation 11 (the Season).
single transferable voting system means the single transferable vote system as defined by the Electoral Reform Society (a private company limited by guarantee without share capital registered in London with registered number 958404), which system, when used to fill a single office, is also known as the Alternative Vote.

Skilled Member has the meaning given to it in Rule 16.
Social Member has the meaning given to it in Rule 16.
Twickenham means the rugby union football ground, Twickenham, Middlesex.
vice-president means a person appointed from time to time in accordance with Rule 6 (appointment of vice-presidents).
2.2 Words importing the singular number shall include the plural number and vice versa. Words importing the masculine gender only shall include the feminine gender. References to time shall include the date where the context requires and no explicit provision is made as to date.

## Adoption and Amendments

Original text of Rule adopted (23.7.2020) by decision of the Board (the Board approved the text subject to such changes only as are necessary to achieve gender-neutral drafting notwithstanding that the Rules shall take effect immediately with words importing the masculine gender only including the feminine gender).

## 3 Interpretation of the Rules

The interpretation of the Rules shall be the prerogative of the Board.
Adoption and Amendments
Original text of Rule adopted (23.7.2020) by decision of the Board.

## Title II

Objects and Powers

## 4 Mission Statement

4.1 The Club shall have as a first statement of its mission (mission statement) the mission statement of the unincorporated association known as the Kings Cross Steelers Rugby Football Club as at the date of incorporation, amended to the extent required by the Articles and these Rules, and to remove ambiguities, inconsistencies and other imperfections of form, as follows:

## 4.2 (Mission Statement)

## Mission Statement

The vocation of the King's Cross Steelers Rugby Football Club is primarily to provide the opportunity for gay and bisexual men to play and enjoy ever improving standards of rugby. As the world's first gay rugby team, our mission is to assert in front of the whole rugby community our value as competitive sportsmen through our progress and results. Our Club aims to be a role model to the gay community, and a successful example of friendly cohabitation between people of different sexual orientation.

The Club will strive:

- To ensure that it develops the self-confidence and motivation of all its players.
- To field a team that plays and enjoys competitive senior rugby.
- To supply an alternative platform for those desiring to play social rugby.
- To provide structured training at various levels to advance the abilities of all players joining the Club.
- To provide an environment where gay and bisexual men can feel comfortable about their sexuality whilst pursuing their interest in rugby.
- To actively encourage new and former players, especially where they may have been discouraged by prejudice.
- To encourage, develop and integrate the Club's supporters network.
- To provide an active social programme for the enjoyment of players and supporters.
- To work in partnership with other LGBT+ sports organisations, sports organisations and the RFU to help progress inclusion in sport within society.
- To work with the LGBT+ community where appropriately in support of this community.

[^0]5.1 This Rule is subject to Article 18.3 (Rules which only the Voting Members in general meeting may from time to time make, vary, or revoke).
5.2 The Voting Members in general meeting may, each year at the Annual General Meeting, elect up to two charitable initiatives to be the principal recipients of donations made or support offered pursuant to Article 2.12. Such election shall be made by resolution in relation each proposed charitable initiative.
5.3 In the event of there being proposed more than two charitable initiatives (to be the principal recipients of donations made or support offered pursuant to Article 2.12), an election shall be conducted by means of a poll in which votes may be cast for any of the proposals or none of them. The election shall determine the outcome of all the resolutions.
5.4 If the chair of the meeting directs that such a poll shall be conducted at a later date, in order to enable to necessary arrangements to be made for the conduct of the election, this shall not prevent the chair of the meeting from allowing any person present at the Annual General Meeting to give an oral statement in support of any of the proposals.
5.5 The votes at the poll shall be given by ballot and the result shall be ascertained by counting the votes given to each proposal and to none of the proposals, using the single transferable voting system altered as follows:
(a) If the option to elect none of the proposals is the option which reaches the quota first, the poll is concluded immediately and all resolutions are deemed to be lost, and the chair of the meeting shall declare them as such forthwith.
(b) If the option to elect none of the proposals is the option which reaches the quota second, it shall be eliminated and all votes redistributed to other proposals in accordance with the single transferable voting system.
(c) Otherwise, the two proposals to which the majority of votes have been given (using the single transferable voting system) shall be elected, and the chair of the meeting shall forthwith declare the resolutions in their favour carried, and any other resolutions lost.
5.6 A ballot conducted in accordance with this Rule shall not be a secret ballot but nor shall the Board publish how any member voted nor shall any person be entitled to inspect any of the ballot records save for in relation to a dispute.
5.7 At the Annual General Meeting each year, any election under this Rule at the preceding Annual General Meeting shall lapse but any charitable initiative shall be eligible for re-election in accordance with this Rule.
5.8 The Board, in acting pursuant to Article 2.12, shall have regard to any election pursuant to this Rule but this Rule shall not otherwise fetter any decision or act of the Board pursuant to Article 2.12.

## Adoption and Amendments

Original text of Rule adopted (23.7.2020) by decision of the Board and ratified (30.7.2020) by decision of the Members in general meeting.

## Title III

## Directors’ powers and responsibllities: General

## 6 Appointment of vice-presidents

6.1 The Board may from time to time appoint a person a vice-president of the Club.
6.2 A Member may be appointed a vice-president of the Club but a person shall not become a Member by reason only of having been appointed a vice-president.
6.3 A person shall cease to be a vice-president at the close of the Annual General Meeting next following after the decision to appoint him but may be re-appointed in accordance with this Rule.
6.4 For the purposes of re-appointing a person a vice-president pursuant to this Rule upon his ceasing to be a vice-president in accordance with paragraph (3), the Board may pass a resolution to that effect at any time during the period commencing on the day following his appointment or re-appointment (as the case may be) and ending on the date appointed for the Annual General Meeting at the close of which he shall cease to be a vice-president.

## Adoption and Amendments

Original text of Rule adopted (23.7.2020) by decision of the Board (the Board approved the text subject to such changes only as are necessary to achieve gender-neutral drafting notwithstanding that the Rules shall take effect immediately with words importing the masculine gender only including the feminine gender).

## Title IV

## Directors' powers and responsibilities: Club Officers and other persons to whom the

 Directors may delegate
## 7 Immediate-past Principal Officers

### 7.1 In this Rule:

key means any key, code, password or other data the use of which (with or without other keys) allows access to Protected Information.
protected information means any electronic data which, without the Key to the data cannot, or cannot readily, be accessed, and includes databases, websites and other online systems as may be in use by the Club, whether controlled by the Club or otherwise.
7.2 The Immediate-Past Chair, the Immediate-Past Secretary and the Immediate-Past Treasurer shall be Club Officers.
7.3 The Immediate-Past Chair is, until the Annual General Meeting next following the Annual General Meeting at which he retired from the office of Chair, the person who held the office of Chair immediately prior to his retirement from that office and who has not been re-appointed in accordance with Article 21.1.
7.4 The Immediate-Past Secretary is, until the Annual General Meeting next following the Annual General Meeting at which he retired from the office of Secretary, the person who held the office of Secretary immediately prior to his retirement from that office and who has not been re-appointed in accordance with Article 21.2.
7.5 The Immediate-Past Treasurer is, until the Annual General Meeting next following the Annual General Meeting at which he retired from the office of Treasurer, the person who held the office of Treasurer immediately prior to his retirement from that office and who has not been re-appointed in accordance with Article 21.3.
7.6 The Immediate-Past Chair, Immediate-Past Secretary and Immediate-Past Treasurer may, at the invitation of the Board, particularly in relation to initiatives, events or other circumstances the planning or preparation for which commenced before they retired from the office they held:
(a) represent the Club, and
(b) speak on behalf of the Board.
7.7 Notwithstanding the general power in Article 6 (Directors may delegate), the Chair, Secretary and Treasurer may, to the Immediate-Past Chair, Immediate-Past Secretary and Immediate-Past Treasurer respectively, without express decision by the Board:
(a) further delegate any of the powers delegated to each of them by the Board, and
(b) delegate any of the functions assigned to them in these Rules or any other regulations or policies that have been set or adopted pursuant to Article 18.1(c).
7.8 The Immediate-Past Chair, Immediate-Past Secretary and Immediate-Past Treasurer shall at the invitation of the Board render to the Board such assistance as:
(a) the Board may request, and
(b) the Immediate-Past Chair, Immediate-Past Secretary and Immediate-Past Treasurer may, individually or collectively, be willing and able to render providing that they do not withhold cooperation unreasonably,
but, in particular, assistance concerning the matters given in paragraph (9).
7.9 The matters for the purpose of paragraph (8) shall be:
(a) making statutory notifications as required by the 2006 Act and any other legislation or similar requirement;
(b) making notifications as may be required to be made by the RFU or the Constituent Body;
(c) handing over documents of any form or type belonging to the Club;
(d) disclosing or arranging for the resetting of Keys to Protected Information;
(e) the secure transfer of the company seal (if any);
(f) arrangements for varying the authorised signatories on any bank accounts;
(g) assisting new Principal Officers understand the duties and responsibilities of their office, particularly those deriving from the Articles, the Rules and resolutions made previously with continuing effect.

## Adoption and Amendments

Original text of Rule adopted (23.7.2020) by decision of the Board (the Board approved the text subject to such changes only as are necessary to achieve gender-neutral drafting notwithstanding that the Rules shall take effect immediately with words importing the masculine gender only including the feminine gender).

## 8 Board-appointed Club Officers

8.1 The Board may, at any time, appoint a Member to be a Club Officer and, without prejudice to the generality of Article 6.1, delegate to such person pursuant to Article 6.1 any of the powers which are conferred on the Board under the Articles:
(a) to such an extent;
(b) in relation to such matters; and
(c) on such terms and conditions,
as it thinks fit.
8.2 A Club Officer appointed in accordance with paragraph (1) shall remain so appointed unless and until:
(a) the Board terminates the appointment,
(b) he resigns the appointment, or
(c) he ceases to be a Member.
8.3 The Board may, at any time, direct that information be circulated to the Members about an appointment or appointments it wishes to make and inviting Members to express an interest in being appointed to the appointment or one of them (as the case may be).
8.4 All committee chairs and secretaries, who are not Directors or Club Officers by virtue of paragraph (1), shall be Club Officers.

## Adoption and Amendments

Original text of Rule adopted (23.7.2020) by decision of the Board (the Board approved the text subject to such changes only as are necessary to achieve gender-neutral drafting notwithstanding that the Rules shall take effect immediately with words importing the masculine gender only including the feminine gender).

## Title V

## Directors' powers and responsibilities: Committees

## 9 Standard procedures for committees

9.1 This Rule is made pursuant to Article 7.2.
9.2 Except where the Board makes different provision for a committee to which it delegates any of its powers pursuant to Article 7.1, a committee to which the Board has delegated any of its powers pursuant to Article 7.1 shall follow the rules of procedure prescribed in this Rule.

## Attendance at meetings

9.3 Only members of the committee have the right to attend committee meetings. However, the committee may invite, by its own volition or at the direction of the Board, other individuals to attend for all or part of any meeting as and when appropriate.
9.4 The Board shall appoint a deputy chair for the committee from among the committee's membership. In the absence of the committee chair or the appointed deputy, the remaining members present at a meeting shall elect one of their number to chair the meeting. Unless apologies for absence or lateness have been received from both the committee chair and the appointed deputy, no meeting shall commence in their absence within thirty (30) minutes after the time appointed for holding the meeting.

## Secretary

9.5 The Secretary shall act as secretary of the committee or appoint a nominee for the purpose. Nothing in this paragraph shall prevent the Secretary from being among the Directors appointed to the committee, nor require him to be so.

## Quorum

9.6 The quorum necessary for the transaction of business shall be two pursuant to Article 7.3. Where a committee has appointed among its members both directors and Members who are not directors, a quorum shall only be achieved if it comprises at least one Member who is not a director. A duly convened meeting of the committee at which a quorum is present shall be competent to exercise all or any of the authorities, powers and discretions vested in or exercisable by the committee.

## Frequency of meetings

9.7 The committee shall meet [Board to determine minimum frequency] and at such other times as the committee chair shall require.

## Notice of meetings

9.8 Meetings of the committee shall be called by the secretary of the committee at the request of the committee chair.
9.9 The provisions of Articles 11.4 and 11.5 in relation to meetings of the Board and to directors shall apply to meetings of the committee and to committee members. Notice must be forwarded to each member of the committee, together with an agenda of items to be discussed, no less than 7 days before the date of the meeting. Supporting papers shall be sent to committee members, and to other attendees as appropriate, at the same time, but failure to do so shall only prevent discussion of the relevant matter if the committee fails unanimously to consent to discuss the relevant matter regardless.

## Procedure

9.10 Committee members participate in a meeting of the committee, or part of a meeting, when they can communicate to the others any information or opinions they have on any particular item of business of the meeting and it is irrelevant where any committee member is or how they communicate with each other. If all the committee members are not in the same place, they may decide that the meeting is to be treated as taking place wherever any of them is located.
9.11 If the number of votes for and against a proposal are equal, the person chairing the committee has no casting vote and either:
(a) the proposal shall be deemed lost (or not approved), or
(b) the matter shall be remitted to the Board,
at the discretion of the committee chair.
9.12 The provisions of Article 16.1 in relation to proposed decisions of the Board and to directors shall apply to proposed decisions of the committee and to committee members and shall not be subject to Article 16.2.
9.13 Subject to paragraph (14), the provisions of Article 16.5 shall apply in relation to all committee members.
9.14 If any question as to the right to participate in the meeting (or part of the meeting) should arise in respect of the committee chair, or another committee member chairing the meeting in the absence of the committee chair, the business to which the question has arisen shall be remitted to the Board.

## Record of meetings and decisions

9.15 The committee secretary shall ensure that an agreed written record of all committee meetings is prepared in a form agreed by the Board and forwarded to the Board within 28 days of the committee's meeting.
9.16 This paragraph (16) only applies in circumstances where the Board, in pursuance of paragraph (15), has insisted on full minutes being prepared otherwise a summary record of meetings may be forwarded to the Board by the committee secretary forthwith. Before they are submitted, a draft of the minutes must be circulated to all committee members in sufficient time that they may indicate to each other by any means that they agree the draft minutes are provide a true and accurate record or else share with each other, and reach agreement on, requests for amendments.

## Reporting responsibilities

9.17 The committee chair shall report formally to the Board on the committee's proceedings after each meeting on all matters within its duties and responsibilities.
9.18 The committee shall make whatever recommendations to the Board they deem appropriate on any area within their remit where action or improvement is needed.
9.19 A statement about the activities of the committee shall be included in the report from the Board made pursuant to Article 31.2(b).

## Authority

9.20 The committee is authorised to seek any information they require from any Member, employee, or contractor in order to perform their duties.
9.21 The committee may request that the Board obtain for it, at the Club's expense, outside legal or other professional advice on any matters within its terms of reference.

## Delegation

9.22 [Any authority to further delegate any the Board's powers as delegated to the committee.]

## Adoption and Amendments

Original text of Rule adopted (23.7.2020) by decision of the Board (the Board approved the text subject to such changes only as are necessary to achieve gender-neutral drafting notwithstanding that the Rules shall take effect immediately with words importing the masculine gender only including the feminine gender).

## Title Vi

Discipline Committee

## 10 Discipline Committee: Composition

10.1 This Rule is made pursuant to Article 8.1 and is subject to Article 18.3 (Rules which only the Voting Members in general meeting may from time to time make, vary, or revoke).
10.2 The Discipline Committee shall comprise:
(a) the Chair, who shall be the committee chair when the committee is meeting in accordance with Rule 11 (Discipline Committee: Meetings);
(b) the Secretary, who shall be the committee secretary when the committee is meeting in accordance with Rule 11;
(c) the Club Captain;
(d) the Supporters Secretary; and
(e) the Disciplinary Officers, who shall be elected as provided in Rule 14 (the Disciplinary Officers).
10.3 Any member of the Discipline Committee may sit as part of a Club Disciplinary Panel that has been convened in accordance with these Rules with the exception of:
(a) the Secretary, who shall act as Disciplinary Secretary and not take part in the deliberations of any Panel;
(b) the Club Captain; and
(c) the Supporters Secretary.

## Adoption and Amendments

Original text of Rule adopted (23.7.2020) by decision of the Board and ratified (30.7.2020) by decision of the Members in general meeting.

## 11 Discipline Committee: Meetings

11.1 The procedural provisions in Article 7 (committees) shall apply to the Discipline Committee when it is meeting other than as a Disciplinary Panel. Meetings of a Disciplinary Panel shall follow procedures as set out in these Rules explicitly for the purpose.

## Adoption and Amendments

Original text of Rule adopted (23.7.2020) by decision of the Board.

## Title VIi <br> Elected positions

## 12 The Other Principal Officers

12.1 This Rule is made pursuant to Article 22.1 and is subject to Article 18.3 (Rules which only the Voting Members in general meeting may from time to time make, vary, or revoke).
12.2 The Other Principal Officers shall be:
(a) the Vice-Chair;
(b) the Club Captain;
(c) the Supporters Secretary;
(d) the Social Secretary; and
(e) the Marketing and Communications Secretary.

## Adoption and Amendments

Original text of Rule adopted (23.7.2020) by decision of the Board and ratified (30.7.2020) by decision of the Members in general meeting.

## 13 Nomination to be a Principal Officer

13.1 This Rule is subject to Article 18.3 (Rules which only the Voting Members in general meeting may from time to time make, vary, or revoke, by virtue of it applying to the Other Principal Officers').
13.2 The Board shall give all Voting Members notice of not less than fourteen (14) days of the date prescribed by the Board each year pursuant to Article 23.2 (the date not later than which the nomination form on which a Voting Member may nominate another Member to be the President, the Chair, the Secretary, the Treasurer or one of the Other Principal Officers must be completed and returned to the Secretary).
13.3 A nomination for an election to be held at a general meeting shall not be valid if made or seconded by a Voting Member who is not entitled to vote at that general meeting in accordance with Article 1.1.
13.4 In the event that no nominations are received, the Board shall re-open nominations by prescribing another date pursuant to Article 23.2 and giving all Voting Members notice of it of not less than seven (7) clear days. If the said newly prescribed date is later than seven (7) calendar days before the date on which is to be held the Annual General Meeting at which the election shall take place then, to enable the proper discharge of all the Returning Officer's responsibilities in relation to that election, the Board may cause the postponement of the poll for the election by giving instructions to the chair of the meeting:
(a) to direct in accordance with Article 39.6, at the appropriate place in the order of business, that the poll be held at such later time and place as the chair of the meeting shall direct, and
(b) as to the said later time and place, and
and the chair of the meeting shall so direct, at the appropriate place in the order of business, that the poll will be held at the said later time and place.
13.5 In issuing an instruction to the chair of the meeting pursuant to paragraph (4), the Board must have regard to any recommendations made by the Returning Officer as to the said later time.
13.6 The provisions of Rule 29 (General provisions concerning voting at general meetings in elections held pursuant to Article 23 or 24) shall be binding on the Board in directing an election held at a general meeting.
13.7 In the event that the Board calls a general meeting pursuant to Article 24 (casual vacancies) for the purposes of filling a casual vacancy, the Board may make such adaptations to this Rule, with the exception of paragraph (6), as it thinks fit.

[^1]
## 14 The Disciplinary Officers

14.1 At the first annual general meeting, four Voting Members shall be elected as Disciplinary Officers in accordance with this Rule. The Disciplinary Officers so elected shall hold office from the said annual general meeting but shall agree among themselves at which of the next following three annual general meetings each of them will retire providing that:
(a) two of them, must retire at the annual general meetings in the first second year following their election, and
(b) two of them must retire at the annual general meeting in the third year following their election.

In the event that the Disciplinary Officers so elected are unable to agree, they shall draw lots to decide the matter.
14.2 At the annual general meeting each year, the Disciplinary Officers due to retire shall retire and shall be eligible for re-election in accordance with this Rule. A Disciplinary Officer so elected shall hold office from the annual general meeting at which he is elected until the annual general meeting in the third year following his election at which meeting he shall retire but maybe re-elected for a further three-year term.
14.3 The number of Disciplinary Officers who shall be elected at each annual general meeting other than the first annual general meeting shall be as many as necessary such that the total number of Disciplinary Officers shall always be five other than when a casual vacancy exists.
14.4 The election for the office of Disciplinary Officer shall be conducted in accordance with Article 23 (elections), and Rule 13.1 (Rule 13 is subject to Article 18.3) and 13.6 (Rule 29 to be binding on the Board in directing an election held at a general meeting) shall apply to such election. References in Rule 29 (General provisions concerning voting at general meetings in elections held pursuant to Article 23 or 24) to a Principal Officer Election shall be construed as to include the Disciplinary Officers election.
14.5 A casual vacancy arising among the Disciplinary Officers shall be filled by a person elected by a majority decision of the Board, provided always that the person appointed to fill the vacancy shall hold office until such time as the person he replaced was due to retire but shall be eligible for re-election in accordance with this Rule.

## Adoption and Amendments

Original text of Rule adopted (23.7.2020) by decision of the Board (the Board approved the text subject to such changes only as are necessary to achieve gender-neutral drafting notwithstanding that the Rules shall take effect immediately with words importing the masculine gender only including the feminine gender).
14.06.2021 - board approved a change to 14.1 (a).

## Title VIII

## Becoming and ceasing to be a member

## 15 Membership

15.1 Under Article 1 (defined terms), the Club consists of Voting Members and Non-Voting Members.

Adoption and Amendments
Original text of Rule adopted (23.7.2020) by decision of the Board.

## 16 Voting Members

16.1 This Rule is made pursuant to Article 27.2 and is subject to Article 18.3 (Rules which only the Voting Members in general meeting may from time to time make, vary, or revoke).
16.2 The Voting Members shall be:
(a) the Full Members, which shall be a class of members pursuant to Article 27.2; and
(b) Honorary Members and Honorary Life Members upon whom have been conferred voting rights pursuant to Articles 28.8 and either 28.4 or 28.7 (as the case may be) and whose voting rights have not subsequently been revoked.
16.3 Full Members shall be people who have chosen to apply to be a Voting Member and who are admitted to the Club by the Board upon application in accordance with the Articles and who are:
(a) people, who shall mainly be gay and bisexual men, who participate in playing the Game, whether competitively or not, for or at the Club and are over 18 years old (Playing Members);
(b) people who are supporters of the Club, including people who have been Playing Members (Social Members);
(c) coaches and/or officials who represent the Club in that capacity (Coach Members); and
(d) administrators and volunteers who have qualities to promote the Objects of the Club (Skilled Members).
16.4 No-one shall be admitted to the Club by the Board if, upon admission, there would have been caused to be a greater number of Social Members than other Full Members, but no person shall be counted as a Social Member who may be counted as a Playing Member, Coach Member or Skilled Member.
16.5 For the avoidance of doubt, the types of people in paragraph (3) (who, together, comprise the Full Members) are not themselves classes of membership pursuant to Article 27.2.

[^2]
## 17 Non-Voting Members

17.1 This Rule is made pursuant to Article 27.2 and is subject to Article 18.3 (Rules which only the Voting Members in general meeting may from time to time make, vary, or revoke).
17.2 The Non-Voting Members shall be:
(a) the Associate Members, which shall be a class of members pursuant to Article 27.2;
(b) the Friends Members, which shall be a class of members pursuant to Article 27.2;
(c) the Corporate Members, which shall be a class of members pursuant to Article 27.2; and;
(d) Honorary Members and Honorary Life Members upon whom have not been conferred voting rights pursuant to Articles 28.8 and either 28.4 or 28.7 (as the case may be) or whose voting rights have been revoked.
17.3 Associate Members shall be people who have chosen to apply to be a Non-Voting Member and who are admitted to the Club by the Board in accordance with the Articles and who:
(a) participate to a limited extent during or after the Season in playing the Game for or at the Club,
(b) are participating in a special programme run by or at the Club, or
(c) are involved in the sporting activities of the Club in another way.

The interpretation of 'limited extent' for the purposes of sub-paragraph (a) shall be the prerogative of the Board.
17.4 Friends Members shall be people who are supporters of the Club who have chosen to apply to be a Non-Voting Member and who are admitted to the Club by the Board in accordance with the Articles.

Adoption and Amendments
Original text of Rule adopted (23.7.2020) by decision of the Board and ratified (30.7.2020) by decision of the Members in general meeting.

## 18 Corporate Members

18.1 This Rule is made pursuant to Article 27.2 and is subject to Article 18.3 (Rules which only the Voting Members in general meeting may from time to time make, vary, or revoke).
18.2 Any company registered with the appropriate body in its home jurisdiction may apply to be admitted to membership of the Club as a Corporate Member.
18.3 No company shall become a Corporate Member unless the Board has approved the application.
18.4 The Board shall have power to determine case by case the terms on which it shall approve an application for Corporate Membership, which may include fixing pursuant to Article 27.8 an entrance fee or annual subscription to be paid.

## Adoption and Amendments

Original text of Rule adopted (23.7.2020) by decision of the Board and ratified (30.7.2020) by decision of the Members in general meeting.

## 19 Honorary Membership and Honorary Life Membership

19.1 This Rule is subject to Article 18.3 (Rules which only the Voting Members in general meeting may from time to time make, vary, or revoke).
19.2 Honorary Membership shall be restricted to those elected as Honorary Members pursuant to Article 28.1.
19.3 For the purposes set out in Article 28.2 (when a person, elected as an Honorary Member in accordance with any criteria set in a Rule made pursuant to Article 18.3(b), shall not be subject to confirmation at the next following Annual General Meeting), those criteria shall be:
(a) where a person is a Coach Member, and
(b) where a person has been appointed by the Board as a vice-president of the Club pursuant to Rule 6.1 (power of the Board to appoint vice-presidents),
but the Board shall not be required pursuant to Article 28.1 to elect a person as an Honorary Member by reason only of such person being a person to whom one of these criteria pertains.
19.4 Honorary Life Membership shall be restricted to:
(a) those upon whom had been duly conferred Honorary Life Membership of the unincorporated association known as Kings Cross Steelers Rugby Football Club and whom are Honorary Life Members of the Club by virtue of the provisions of Article 27.1; and
(b) those elected as Honorary Life Members pursuant to Article 28.5.
19.5 A person to whom paragraph (4)(a) pertains shall be deemed to have had voting rights conferred upon them by the Board until the first annual review pursuant to Article 28.8 (voting rights granted to Honorary Members and Honorary Life Members to be subject to annual review by the Board), whereupon such rights shall be reviewed as provided for in the said Article.

## Adoption and Amendments

Original text of Rule adopted (23.7.2020) by decision of the Board and ratified (30.7.2020) by decision of the Members in general meeting.

## 20 Rights and Privileges of Members

20.1 Voting Members are entitled (under the Articles) to receive notice of, attend, and vote at general meetings of the Club (either in person or through his proxy), propose and second candidates for election, receive all Club publications, and to such other membership rights as the Voting Members in general meeting shall from time to time determine.
20.2 Non-Voting Members are entitled to receive all Club publications and such other membership rights as the Voting Members in general meeting shall from time to time determine. They are not entitled to receive notice of, attend, and vote at general meetings of the Club or propose and second candidates for election.
20.3 Members shall have such other rights and privileges as may be set out in the Rules and as the Board or the Voting Members in general meeting shall from time to time prescribe.

## Adoption and Amendments

Original text of Rule adopted (23.7.2020) by decision of the Board.

## 21 Playing Members Register

21.1 The Club shall maintain a register (the Playing Members Register) in which Full Members who consider themselves to be participating, or seeking to participate, in the sporting activities of the Club may cause their names to be entered.
21.2 Any Full Member who solely at his discretion considers himself to be participating, or seeking to participate, in the sporting activities of the Club may cause his name to be entered in the Playing Members Register. The grounds on which a Full Member may consider himself to be participating, or seeking to participate, in the sporting activities of the Club may include but shall not be limited to that he is or considers himself to be (as the case may be):
(a) a Playing Member as defined in Rule 16.3(a) or is otherwise taking part in training or playing in matches organised by the Club;
(b) a match official for the Club;
(c) involved with coaching members of the Club in the Game;
(d) involved with preparing or maintaining Club sporting facilities or equipment for use in the Game;
(e) a director;
(f) an officer of the Club or a member of a committee; and
(g) undertaking a relevant training course for the purposes of sub-paragraphs (a) to (f).
21.3 The Board shall determine the manner by which a Member shall cause their name to be entered into the Playing Members Register and the manner and form in which the Register shall be maintained. The Register need not be maintained in the form of a single list in hard copy or electronic form, but where it is not maintained in such form it must be capable of being reproduced as a list in hard copy form at any time.
21.4 No name shall be erased from the Playing Members Register save for at the direction of the person to whom it belongs or in accordance with these Rules.
21.5 Any entry in the Playing Members Register relating to a person who has ceased to be a Member in accordance with the Articles shall be deemed null and void and the Board may direct that that name be erased as soon as practicable.
21.6 If the Playing Members Register is used in any election under the Articles or Rules to determine eligibility for the casting of votes, no Member's name may be entered or erased from the Register between the beginning of the day prescribed by the Board pursuant to Article 23.2 and the end of the day on which the relevant election is held.

## Adoption and Amendments

Original text of Rule adopted (23.7.2020) by decision of the Board (the Board approved the text subject to such changes only as are necessary to achieve gender-neutral drafting notwithstanding that the Rules shall take effect immediately with words importing the masculine gender only including the feminine gender).

## 22 Entrance fees

22.1 There shall be such entrance fee for members as the Board may from time to time resolve in accordance with the Articles.
22.2 The entrance fee for each class membership is currently:
(a) for Full Members, $£ 0$;
(b) for Associate Members, $£[\bullet]$;
(c) for Friends Members, $£ 0$.

## Adoption and Amendments

Original text of Rule adopted (23.7.2020) by decision of the Board.

## 23 Subscriptions

23.1 In the Rule, transfer deadline means the date, in the Season, given as the Transfer Deadline in RFU Regulation 1 for that Season for male registrations at clubs playing at the level at which the Club's First XV is playing (the 'level' being, in relation to a club's position in the structure of the League, the level of league in which a club plays).
23.2 The annual subscription payable by members of the Club, subject to alteration as provided later in this Rule, shall be set by the Board from time to time in accordance with the Articles.
23.3 The annual subscription for each category of membership is currently:
(a) for Full Members, $£ 50$;
(b) for Associate Members, $£[\bullet]$;
(c) for Friends Members, $£ 25$.
23.4 The subscription year shall be from 1 August each year to 31 July inclusive in the following year. Any change in subscription made by the Board will be notified to Members by being included in any notice, newsletter, or similar document posted to the Member by being addressed to him at his last known address, or by posting this information prominently on the Website, on or before 30 June next following after the decision to make the increase and will take effect on the first day of August following such notification.
23.5 Members admitted between 1 August and 31 December inclusive in each year shall pay the full annual subscription or any concessionary rate thereto pertaining which may be offered and for which they may be eligible.
23.6 Members admitted between 1 January and the Transfer Deadline inclusive in each year shall pay half the full annual subscription or any concessionary rate thereto pertaining which may be offered and for which they may be eligible.
23.7 Members admitted between the day following the Transfer Deadline and 31 July inclusive in each year shall:
(a) pay the full annual subscription or any concessionary rate thereto pertaining which may be offered and for which they may be eligible, and
(b) shall have waived in full the annual subscription for the following subscription year.
23.8 In the event that a Member's membership is terminated for any reason, no refund of a subscription or entrance fee shall be payable unless the Board decides otherwise in accordance with the Articles.

## Adoption and Amendments

Original text of Rule adopted (23.7.2020) by decision of the Board (the Board approved the text subject to such changes only as are necessary to achieve gender-neutral drafting notwithstanding that the Rules shall take effect immediately with words importing the masculine gender only including the feminine gender).

## 24 Expulsion of Members

The Board has power under the Articles to expel a member in accordance with Article 30 (termination of Membership).

## Adoption and Amendments

Original text of Rule adopted (23.7.2020) by decision of the Board.

## Title ix

Other rights and Privileges of Membership

## 25 Playing and training privileges

25.1 In every season, no one may participate in playing the Game competitively for the Club for more than eight (8) weeks unless they are a Full or Associate Member, which period, for these purposes, shall be counted in consecutive weeks beginning on the day when the person first participated in playing the Game competitively for the Club regardless of whether or how often during those weeks the person may have so participated again.
25.2 Other than those who are participating in a special programme run by or at the Club as provided for in Rule 17.3(b) (Associate Members eligibility: special programmes), an Associate Member may not participate in playing the Game, whether competitively or not, for or at the Club beyond such 'limited extent' as determined by the Board from time to time pursuant to Rule 17.3 (Associate Members eligibility) but shall be eligible to apply to be a Voting Member and to be re-admitted to the Club by the Board on that basis upon application in accordance with the Articles.

## Adoption and Amendments

Original text of Rule adopted (23.7.2020) by decision of the Board.
26.1 In determining any reasonable administrative fees in relation to this Rule the Board may only take into account costs incurred by the Club in:
(a) receiving tickets from the RFU or its appointed distributor (for example, fees levied on the purchase of tickets and postage costs),
(b) distributing tickets, and
(c) conducting any required ballot or other process relating to the distribution of International Tickets.
26.2 Subject to this Rule, the Board shall be responsible for the distribution within the Club of International Tickets.
26.3 Subject to paragraph (20), for any match for which the Club is allowed by the RFU to apply for or purchase more than two tickets, the Board may direct that up to two tickets (courtesy tickets) shall be distributed to a person providing that the name of the said person is communicated to the Members in a timely manner by a suitable means. The Board may, at its own discretion, distribute Courtesy Tickets on a complimentary basis (that is, at the Club's expense) or in return for the person receiving them paying the Club an amount equal to the face value of the ticket or tickets distributed to him and any reasonable administrative fee as determined by the Board.
26.4 Subject to paragraphs (5) and (20), all International Tickets other than Courtesy Tickets shall be distributed:
(a) by means of a ballot conducted in accordance with paragraph (14) (unless paragraph (10) applies),
(b) on the basis that anyone receiving tickets shall reimburse the Club with an amount equal to the face value of the ticket or tickets received by him and any reasonable administrative fee as determined by the Board, and
(c) subject to the conditions in paragraph (22) and any as may be set by the Board from time to time in accordance with paragraph (23).
26.5 The Board may from time to time direct that, in relation to all matches that are part of a particular series of matches within any period of twelve months or to a particular match that does not form a part of a series of matches, the requirement under paragraph (6)(b) that anyone receiving tickets as a result of a ballot shall reimburse the Club for them be waived.
26.6 Other than Courtesy Tickets, there shall be included in a ballot held under this Rule:
(a) for a match that does not form a part of a series of matches, all International Tickets for the said match, or
(b) for matches that are part of a series of matches within any period of twelve months, whether or not such series constitutes a single competition, all International Tickets for all matches in the said series.
26.7 The Board may direct that a ballot for all International Tickets for all matches in a series in accordance with paragraph (6)(b) may be arranged into parts (ballot divisions) such that in one Ballot Division are included only all the International Tickets for all matches to be played at Twickenham and in another Ballot Division or Ballot Divisions are included all the International Tickets for all matches to be played elsewhere. The Board shall determine the number of Ballot Divisions and in doing so shall have regard to the relative differences among the venues in the cost and ease for Members in travelling to and back from them.
26.8 Subject to paragraph (11), if a ballot (the first ballot) does not result in the distribution of all the included International Tickets, subsequent ballots must be held for as long as there are International Tickets remaining to be distributed and in each Subsequent Ballot all International Tickets remaining to be distributed shall be included.
26.9 In the event that a ballot does not attract any entrants, the Board shall distribute forthwith any International Tickets remaining to be distributed as it thinks fit without the need for a Subsequent or further Subsequent (as the case may be) Ballot.
26.10 If International Tickets become available for distribution or re-distribution at short notice, paragraphs (6) and (8) shall be disregarded and paragraph (9) shall have effect as if the First Ballot did not attract any entrants. The interpretation of 'short notice' shall be the prerogative of the Board.
26.11 No person may have more than one entry in a ballot. No person who is successful in obtaining tickets in one Ballot Division may be successful in obtaining tickets in another Ballot Division within the same ballot. No person may enter a Subsequent Ballot who was successful in obtaining tickets in either the First Ballot or any previous Subsequent Ballot.
26.12 Entry to ballots held under this Rule shall be restricted to Members.
26.13 The Board shall determine from time to time which class or classes of members may enter a ballot conducted under this Rule save that, at all times, all Voting Members shall be entitled to enter subject to paragraph (11).

Rule 26 continues on the next page.
26.14 All ballots held under this Rule shall be conducted in accordance with the following requirements:
(a) Each ballot must be advertised to all Members entitled to enter it.
(b) The Board shall specify the form in which and time by which any ballot entry shall be submitted.
(c) The Board may specify a minimum period of notice to be given to all Members entitled to enter a ballot providing that there shall always be at least 24 hours' notice given of the time by which any ballot entry must be submitted. The means by which notice shall be given shall be the means of communication the Board determines is most likely to be effective in reaching the largest number of Members in the time available.
(d) For the purposes of (b) and (c), the Board may specify different provisions for different purposes.
(e) Entries in the ballot shall be drawn at random by a Director and witnessed by a Voting Member who is not a Director, or by a Voting Member who is not a Director under supervision of a Director and witnessed by another Voting Member who is not a Director.
(f) The Board shall provide any directions to the Director conducting or supervising the draw as it thinks fit.
26.15 The Board may specify terms regarding the payment that should be made by a person for any International Tickets he will receive as a result of a ballot providing that such terms are the same for all entrants in that ballot. The terms may include, but are not limited to:
(a) a fee to be paid for entering the ballot (ballot entry fee),
(b) whether payment shall be required ahead of the Club purchasing the tickets from the RFU (advance payment),
(c) a final date by which payment for receiving tickets should be made otherwise any tickets will be forfeit,
(d) whether payment for receiving tickets may be made in instalments,
(e) whether payment for receiving tickets must be made in full before a person may receive his tickets, and
(f) the payment arrangements, including specifying an account into which payments should be made and whether cash payment to an officer of the Club shall be allowed.
26.16 The Board may levy a Ballot Entry Fee providing that:
(a) in the event that the ballot entrant is unsuccessful in receiving any tickets in the ballot, such fee shall be refunded to him in full, or
(b) in the event that the ballot entrant is successful, the amount demanded of him for any tickets he will receive as a result of the ballot or refunded to him (as the case may be) shall be the balance of the amount due to be demanded of him for any tickets he will receive and the Ballot Entry Fee.
26.17 The Board may levy a Ballot Entry Fee that is:
(a) equal to the face value of the ticket or tickets the person entering the ballot hopes to be successful in receiving to which may be added a reasonable administrative fee as determined by the Board, or
(b) a fixed amount levied on all ballot entrants, or
(c) another amount as determined by the Board and levied on all ballot entrants, not to exceed the face value of the most expensive ticket available, to which may be added a reasonable administrative fee as determined by the Board.
26.18 The Board may direct that Ballot Entry Fees, Advance Payments, or both should be deposited in a separate escrow account for the duration of the period the funds are under the Club's supervision before being refunded in whole or in part, as the case may be, to unsuccessful ballot entrants and any successful ballot entrants where the Club is only able to purchase tickets at a lower value to that for which the successful ballot entrant has made advance payment.
26.19 The Club may retain, at the discretion of the Board, any administration fee and any interest accrued on funds in a separate escrow account.
26.20 The Board may, from time to time, direct that any number of International Tickets for all matches that are part of a particular series of matches within any period of twelve months or to a particular match that does not form a part of a series of matches shall be distributed as part of a special arrangement providing that the Board makes a report on the terms of such special arrangement at the general meeting next following its adoption. Special arrangements shall be limited to:
(a) the distribution of tickets to a third party as part of a sponsorship agreement, and
(b) the distribution of tickets through means other than as set out in this Rule (for example, as part of a competition) as part of a particular celebration, commemoration, or marking in some other way by the Club.
26.21 No special arrangement under paragraph (20) may last more than twelve months or be repeated in the twelve months following the general meeting (as the case may be) that is the subject of a resolution of Voting Members in general meeting upon the question that such special arrangement should be discontinued.
26.22 Members receiving tickets are prohibited from selling or transferring their International Tickets to another person other than a person or persons accompanying a Member to the match. Any Member in receipt of International Tickets but subsequently finding himself unable to use them must return them to the Club or, if he has not yet received them, notify the Club as soon as possible so that the tickets may be re-distributed in accordance with this Rule. A Member unable to use any or all of the International Tickets distributed to him who has paid the Club in whole or in part for them shall only be entitled to be refunded in the event that the Club is able to re-distribute the tickets in accordance with this Rule. A Member unable to use any or all of the International Tickets distributed to him who has not yet paid the Club in full for them shall remain liable for any remaining payment if the Club is unable to re-distribute the tickets in accordance with this Rule.
26.23 The Board may from time to time set other conditions relating to the receipt and use of International Tickets by Members.
26.24 A breach by a Member of either the Board's or the RFU's terms and conditions for International Tickets shall ipso facto be grounds for a complaint against the Member's behaviour to be dealt with in accordance with the Disciplinary Policy.
26.25 Nothing in this Rule shall be valid that contravenes any policy, regulation, or condition adopted or imposed by the RFU in relation to the distribution of International Tickets or the use by ticket-holders of International Tickets so distributed.

## Adoption and Amendments

Original text of Rule adopted (23.7.2020) by decision of the Board (the Board approved the text subject to such changes only as are necessary to achieve gender-neutral drafting notwithstanding that the Rules shall take effect immediately with words importing the masculine gender only including the feminine gender).

## Title X <br> Discipline

## 27 Club code of conduct

27.1 This Rule is subject to Article 18.3 (Rules which only the Voting Members in general meeting may from time to time make, vary, or revoke).
27.2 The Club shall have as a first code of conduct for Members the code of conduct of the unincorporated association known as the Kings Cross Steelers Rugby Football Club as at the date of incorporation but amended to the extent required by the Articles and These Rules and to remove ambiguities, inconsistencies and other imperfections of form, as follows:
27.3 (Code of conduct)

King's Cross Steelers RFC: Code of Conduct
Our club is one club. We are made of a diverse range of individuals from across the great city of London and its surrounding areas. These individuals come together to make a one whole, inclusive and vibrant club community of rugby fans and players. Our club culture is something we are proud of, and understand each member is responsible for nurturing, developing and protecting our Club's culture for future generations.

Our Values: Teamwork, Inclusion, Respect, Enjoyment, Discipline and Sportsmanship

As a member of the King's Cross Steelers you agree to abide by the Club's code of conduct outlined below. Anyone deemed to be in breach of the code of conduct can be held accountable for their actions by the Club's Board and, if a breach is serious, a discipline hearing can be called in line with our discipline policy.

The code is designed to reflect that any paying member of the Club, regardless of membership type, can move between different roles and communities below, and that different roles can come with enhanced or differing expectations. These roles can be situation-dependent and are fluid across the year: Player, Coach, Supporter or Director.

## Members will:

- Not bring the Club's name and its community into disrepute. As a member of the King's Cross Steelers you individually represent the Club and its community. Your actions within the clubhouse, on the pitch, while travelling, during tours, with sponsors and at any Club-organised event reflect on the whole club. As the pioneers of gay rugby and international gay rugby (IGR), members understand they represent something greater than just themselves.
- Wear the Club's crest with pride, respecting what it represents. Remember that, when you are wearing any club kit or club stash that is adorned with the club crest, you are a representative of our great club.
- The Club's playing kit remains the property of the Club. It must be cared for and returned intact. It is not to be used for any purpose other than representing the Club on the pitch and other Club-sanctioned events. Use of its imagery on social media platforms is subject to Club approval.
- Respect their fellow club members no matter what the situation. Be that on the training pitch, the field of play, in the clubhouse bar (or even the morning after a club social). Respect builds a strong community within the Club and its teams; any member found wilfully disregarding others or using the Club's community for purposes beyond rugby will be held to account.
- Pay any fees, provide information, and engage when requested by the committee. Members will understand that volunteer time and energy goes into administrating the Club and its many functions. Members will show these volunteers respect by paying on time and timely providing information upon request. The Club's treasurer can be contacted if there are issues with fees and support can be provided for those that need it.
- Speak out and uphold the Club's values and code to create and maintain our culture. We take pride in our club and will speak out if inappropriate words or actions threaten our club, team or sport. You understand that doing the right thing isn't always easy, but will uphold the vales of our club at all times.
- Abide by the clubhouse rules. You agree to abide by the East London Rugby Club clubhouse rules as set out by the owners and management committee of ELSCA. The Club will support any disciplinary action brought forth by ELSCA if a member is in breach of these rules.

When members are undertaking the below specific roles, they take on differing expectations of behaviour. This applies to all members of the Club when acting in such roles (e.g. a player on the side-line will be acting in a supporting capacity; a player or non-playing member in the Club may train to become a coach).

## Players:

- Never argue with the referee and play by the laws of the game. All communication is to go through your team captain, and you will always accept the referee's decision without question.
- Play well for yourself and your club, understanding the importance of personal self-development, engaging with training and the Club's coaching team.
- Understand we operate as one club. Players will support the Club and all of its operating teams as required across the season.
- Be a good sport; recognise all good play whether by your own team or your opponents. Buying our opposite numbers a pint in the bar after and positively engaging with our opposition, win or lose.
- Members should keep to agreed timings for training and competitions or inform their coach or team captain if they are going to be late. This shows respect for your teammates and coaches.


## Coaches:

- operate a fair and transparent method of team selections and substitutions across all teams;
- never allow a player to train or play when there is a known injury that could endanger the player's health; and
- commit and aspire to continually improve their coaching knowledge and experience through appropriate courses and development opportunities available through the Club.


## Supporters:

- Respect match officials' decisions (even if they appear to make a mistake)-remember, they are volunteers providing an opportunity for players to play rugby.
- Never verbally abuse players, coaches, match officials or fellow spectators, from within the Club or of an opposing side-such negative behaviour will not be tolerated.
- Support with verbal encouragement all players of our teams in a positive manner, shouting 'for', not 'at', the players of an opposing side.


## Directors:

- uphold the constitution and this code of conduct as the senior members of the Club and leaders amongst its community;
- operate a transparent structure across the Club, allowing members to be informed, to ask questions and to engage positively throughout the year; and
— are guardians of the Club for future generations, striving to leave the Club in a stronger position than when they take up office.

Under RFU rules, the Club is responsible for policing its own internal club breaches of this code of conduct. If any member of the Club wishes to raise a breach of the code, they are to contact the Club's secretary as outlined within the Club Rules.

## Adoption and Amendments

Original text of Rule adopted (23.7.2020) by decision of the Board and ratified (30.7.2020) by decision of the Members in general meeting.

## 28 Disciplinary procedures

28.1 Pursuant to Articles 18.1(a), the [ ${ }^{\text {11 }} \ldots$ ] Discipline Policy of the Club in its unincorporated association form, subject to such variations as may be required by the Articles or the Companies Act 2006, is adopted for the time being.

## Adoption and Amendments

Original text of Rule adopted (5.8.2019) by decision of the Board.
A1. Omitted (23.7.2020) by decision of the Board (adopting Rule 27).

## Title $\mathbf{X}$

## Voting at general meetings: elections

29 General provisions concerning voting at general meetings in elections held pursuant to Article 23 or 24
29.1 Rules concerning voting in elections held pursuant to Article 23.3 or an election at a general meeting called to fill a casual vacancy pursuant to Article 24 where there are more nominations than vacancies ('Principal Officer elections') are made pursuant to Article 37.3.
29.2 Votes cast in Principal Officer Elections shall be by means of a poll conducted as a secret ballot in accordance with Article 37.3.
29.3 Every Member who is a Voting Member in accordance with Article 1.1 shall have one vote in a Principal Officer Election in accordance with Article 37.1 save that:
(a) for as long as a member is eligible to cast his vote in an election for the office of Club Captain, whether or not such an election is being held, he shall not be eligible to cast his vote in an election for the office of Supporters Secretary, and
(b) a Member shall only be eligible to cast his vote in an election for the office of Club Captain if his name is for the time being entered in the Playing Members Register (see Rule 21).
29.4 A poll held in pursuance of paragraph (2) shall be conducted in accordance with the provisions of this Rule and the following Rules:
(a) Rule 30 (Returning Officer: appointment and duties),
(b) Rule 31 (Board direction of an election),
(c) Rule 32 (Candidates' election statements),
(d) Rule 33 (Candidates speaking in support of their candidature and answering questions),
(e) Rule 34 (withdrawal of a Candidate),
(f) Rule 35 (provisions relating to electronic voting at the meeting),
(g) Rule 36 (the count),
(h) Rule 37 (notification and declaration of the result), [ ${ }^{\text {A1 }}$ and]
(i) Rule 38 (disposal of voting papers and other documents)[ ${ }^{\text {A1 }} \ldots$ ].
29.5 [ ${ }^{\text {A1 }}$ Where any of the Rules listed in paragraph (4) requires a decision to be made or act to be done in accordance with this Rule, that decision shall also be made or that act shall also be done (as the case may be) in accordance with all the Rules listed in paragraph (4).]
29.6 A poll held in pursuance of paragraph (2) for the purposes of electing a Principal Officer who shall be a Director shall also be conducted in accordance with the provisions of Rule 33 (Candidates speaking in support of their candidature and answering questions).
29.7 The result of a Principal Officer Election shall be ascertained by counting the votes given to each Candidate using the single transferable voting system and the Candidate to whom the majority of votes have been given (using the single transferable voting system) shall be declared to have been elected. In the event of a tie, the result shall be decided by drawing lots.
29.8 Instructions for casting votes in advance must be circulated to Members at least eight (8) days in advance of the meeting at which the election or elections will be held.
29.9 A suitable electronic system or suitable service employing an electronic system shall be used for the casting and counting of votes in a Principal Officer Election. In the event that the Board is unable to devise, find or procure a suitable electronic system or procure a suitable service employing an electronic system, the Board shall devise an alternative means using paper forms for the casting and counting of votes submitted.
29.10 Where more than one Principal Officer Election is to be held at a general meeting, the elections shall take place in the order in which the offices are given in Article 19.2 and, for the Other Principal Officers, the order in which those offices are given in Rule 12.2 (Other Principal Officers), and the election of the President shall always be held last. A Candidate who is elected in an election shall be deemed to have withdrawn from any other election in which he is a Candidate. In the event that the result of one election in which a Member is a Candidate is not known or has not been declared at the time in another election for:
(a) Candidates to speak in support of their candidature and to answer questions, or
(b) casting votes,
the said Member shall continue to be regarded as a Candidate in that other election in respect of all Rules that apply for that purpose.
29.11 In the event that the Chair is a Candidate in an election for the office of Chair, he shall upon opening the meeting immediately call the Vice-Chair to the chair to preside and he shall not resume the chair at any time before the opening of the poll for that election, but may resume the chair at that time. In the absence of the Vice-Chair or if the Vice-Chair is himself a Candidate in that election, the Chair shall call to the chair to preside another director who is not a Candidate in that election.
29.12 In the event that the Vice-Chair is a Candidate in an election for the office of Chair and is presiding pursuant to Article 34.1 (due to the Chair being absent or, at the meeting, not present within thirty minutes after the time appointed for holding it), the Vice-Chair shall, at the point in proceedings immediately prior to that election, call to the chair to preside another director who is not a Candidate in that election and he shall not resume the chair at any time before the opening of the poll for that election.
29.13 Any Director or Member who is a Candidate in an election for the office of Chair and has been appointed to chair the meeting pursuant to Article 32.1 shall, at the point in proceedings immediately prior to that election, call to the chair to preside another Director or Member who is not a Candidate in that election and he shall not resume the chair at any time before the opening of the poll for that election.

## Adoption and Amendments

Original text of Rule adopted (23.7.2020) by decision of the Board (the Board approved the text subject to such changes only as are necessary to achieve gender-neutral drafting notwithstanding that the Rules shall take effect immediately with words importing the masculine gender only including the feminine gender).
A1. Inserted/omitted (date) by decision of the Board.

## 30 Returning Officer: appointment and duties

30.1 The Board shall appoint a Returning Officer forthwith in the event of there being more nominations than vacancies for any election to be held pursuant to Article 23.3. The Board shall appoint a Returning Officer forthwith in the event of it calling a general meeting for the purposes of filling a casual vacancy pursuant to Article 24. The Returning Officer shall be a Member other than any Member who:
(a) has been nominated as a candidate,
(b) has nominated a Member as a candidate, or
(c) has seconded a Member as a candidate,
in any Principal Officer Election.
30.2 The Board or the Returning Officer may appoint assistant returning officers to assist the Returning Officer in the discharge of his duties and, in these Rules, any act required to be done by the Returning Officer may, at the Returning's Officer's direction, be done by an assistant returning officer or other person.
30.3 The Returning Officer shall be responsible to the Board for:
(a) overseeing the fair conduct of the election or elections in accordance with the Articles and these Rules;
(b) the arrangements for casting votes, which shall include voting papers and any electronic systems to be used;
(c) overseeing the count and verifying the results;
(d) depositing into an appropriate place for safekeeping all instruments relating to the voting which shall include the voting papers and count forms and records, whereupon the Member shall cease to be appointed Returning Officer in relation to that election or those elections.
30.4 The Returning Officer may rule on the validity of any vote cast and may make rulings on any other matter for which he is responsible and his decision shall be final.
30.5 The Board shall deliver to the Returning Officer a final electoral roll of all the Voting Members entitled to vote in the election or elections no later than two clear days before the date by which instructions for casting votes in advance must be sent to Members pursuant to Rule 29.8 (last day for circulating instructions for casting votes in advance).

## Adoption and Amendments

Original text of Rule adopted (23.7.2020) by decision of the Board (the Board approved the text subject to such changes only as are necessary to achieve gender-neutral drafting notwithstanding that the Rules shall take effect immediately with words importing the masculine gender only including the feminine gender).

## 31 Board direction of an election

31.1 In directing an election pursuant to Article 23.3, the Board shall determine:
(a) the electronic system or service employing an electronic system that shall be used for the casting and counting of votes;
(b) the time by which statements pursuant to Rule 32 (Candidates' election statements) must be submitted;
(c) whether, in respect of Rule 32, Candidates may submit for posting, or themselves post, a shorter statement; and
(d) which of the two methods for Candidates speaking in support of their candidature and answering questions prescribed in Rule 33 (Candidates speaking in support of their candidature and answering questions) shall apply to the election, whether the hustings shall be held at the meeting at which the election.
31.2 In directing an election pursuant to Article 23.3 where an electronic system is being used for the casting and counting of votes, the Board shall, in addition to the matters in paragraph (1), determine:
(a) the time no earlier than which votes may be cast in advance, which shall be not earlier than the start of the day following the date for the issue to Members of instructions for casting votes in advance pursuant to Rule 29.8 (last day for circulating instructions for casting votes in advance); and
(b) whether it will be necessary, for the purposes of enabling all Voting Members an opportunity to cast their votes after having heard the Candidates speak in support of their candidature and answer questions, for the chair of the meeting to be instructed to direct that the time for declaring the result of the poll shall be fixed pursuant to Article 39.6 to a time later than the completion of all other business.
31.3 In directing an election pursuant to Article 23.3 where paper voting forms are being used for the casting and counting of votes, the Board shall, in addition to the matters in paragraph (1), determine:
(a) the time by which votes cast in advance must have been received by the Club, which time may not be earlier than 48 hours before the time for holding the meeting at which the election is to be held.
31.4 In directing an election at the Annual General Meeting pursuant to Article 23.3, the Board shall make provision:
(a) such as it thinks fit for suitable devices to be made available by the Club for use at the meeting at which an election is to be held by Voting Members and proxies (other than the chair of the meeting) who do not have in their possession a suitable personal device with which to cast their votes for the purpose of doing so (see Rule 35.2).
31.5 An election to be held at a general meeting pursuant to Article 24 (casual vacancies) shall be as directed by the Board and the Board is authorised, for the purpose of such an election, to adapt to the extent necessary, at its sole discretion, any of the Rules relating to Principal Officer Elections providing that such election remains fair.

## Adoption and Amendments

Original text of Rule adopted (23.7.2020) by decision of the Board (the Board approved the text subject to such changes only as are necessary to achieve gender-neutral drafting notwithstanding that the Rules shall take effect immediately with words importing the masculine gender only including the feminine gender).

## 32 Candidates' election statements

32.1 Each Candidate may, if he wishes, submit a written statement of up to 600 words, which may include a photograph, to be sent to all Voting Members. Statements should be submitted digitally by email but the Returning Officer may at his discretion accept a submission in hard copy by hand or by post, providing it is typed.
32.2 The Board shall make arrangements for the statements submitted in pursuance of paragraph (1) to be circulated to all Voting Members in accordance with Article 43.1. Statements for all Candidates in an election who have submitted one shall be circulated at the same time and no later than the date for the issue to Members of instructions for casting votes in advance pursuant to Rule 29.8 (last day for circulating instructions for casting votes in advance). Candidates' statements will be arranged in alphabetical order of their surnames.
32.3 The Board, in directing a Principal Officer Election, may permit and invite each Candidate, if he wishes, to submit a written statement of up to 300 words to be posted on a social media platform the Club uses to communicate with Members. Statements should be submitted as the Board may direct, which may include the Candidate being given permission and the requisite access to the system to post the statement himself.

## Adoption and Amendments

Original text of Rule adopted (23.7.2020) by decision of the Board (the Board approved the text subject to such changes only as are necessary to achieve gender-neutral drafting notwithstanding that the Rules shall take effect immediately with words importing the masculine gender only including the feminine gender).

## 33 Candidates speaking in support of their candidature and answering questions

33.1 The Board, in pursuance of Rule 31.1(d), shall determine which of the two methods prescribed in this Rule shall apply to the election or elections to be held at a meeting for the purposes of electing a Principal Officer who shall be a Director, providing that, where there is to be held at a meeting more than one election, the same method must be applied to all the said elections.
33.2 The Board, in pursuance of Rule 31.1(d), shall determine whether the hustings at which Candidates shall speak in support of their candidature and answer questions shall take place at the meeting at which the election is to be held or at another time appointed for the purpose by the Board in consultation with the Returning Officer. Where the hustings is to take place at another time appointed for the purpose by the Board:
(a) the hustings event must include all elections to be held at the meeting, and
(b) subject to Article 37.2, every Voting Member shall be entitled to receive notice of and attend the hustings, and such notice shall not be given at least eight (8) days in advance of the hustings event.
33.3 Method 1. The chair of the meeting shall invite each Candidate in an election to address the meeting for up to two (2) minutes in support of their candidature. The order in which Candidates shall speak shall be determined by lot. After all Candidates in an election have spoken, the chair of the meeting shall invite Voting Members present to ask questions which the Candidates shall be invited to answer during a period of time which shall be no more than three (3) minutes multiplied by the number of Candidates in the election, and the chair of the meeting shall allow no more than thirty (30) seconds for a question to be asked and sixty (60) seconds per Candidate for it to be answered. All Candidates shall be invited to answer each question and no question may be put to one Candidate that is not put to all Candidates. Candidates shall answer each question in turn immediately after the question has been asked. Candidates shall answer the question in the same order as the order in which they were invited to speak save that the Candidate who was invited to speak first shall be the last to answer the first question and, with each subsequent question, the Candidate who answered the previous question first shall be the last to answer.
33.4 Method 2. The chair of the meeting shall invite each Candidate in an election to address the meeting for up to two (2) minutes in support of their candidature. The order in which Candidates shall speak shall be determined by lot. Immediately after a Candidate has finished speaking, the chair of the meeting shall invite Voting Members present to ask questions which the Candidate shall be invited to answer during a period of time which shall be no more than three (3) minutes, and the chair of the meeting shall allow no more than thirty (30) seconds for a question to be asked and sixty (60) seconds for it to be answered. During the time when each Candidate is speaking and answering questions, the other Candidate or Candidates shall withdraw from the room in such a manner as that they may be prevented from hearing the meeting.
33.5 The chair of the meeting may, at his own discretion, vary the times allowed for asking and answering questions, and the total period of time in which questions may be asked of and answered by Candidates in an election (Method 1) or of each Candidate in the election (Method 2), based on:
(a) the time available, and
(b) the number of Candidates in the election,
providing that each Candidate in an election is treated the same.
33.6 A Candidate may appoint another person to speak in support of his candidature and answer questions on his behalf and in his place by giving notice to such effect in writing to the Returning Officer no later than the start of the meeting at which the election is to be held.

## Adoption and Amendments

Original text of Rule adopted (23.7.2020) by decision of the Board (the Board approved the text subject to such changes only as are necessary to achieve gender-neutral drafting notwithstanding that the Rules shall take effect immediately with words importing the masculine gender only including the feminine gender).

## 34 Withdrawal of a Candidate

34.1 A Candidate may withdraw from an election at any time until immediately prior to the declaration of the result.
34.2 Subject to paragraph (3), in the event that a Candidate withdraws from an election after the poll has opened but before it has closed, voting shall proceed as if the Candidate had not withdrawn but any votes cast in his favour shall be passed over during the count.
34.3 If, prior to the meeting at which the election is to be held, a Candidate withdraws from an election in such circumstances as to leave only one Candidate remaining, the remaining Candidate shall be declared elected unopposed at the annual general meeting in accordance with Article 23.3.
34.4 If a Candidate withdraws from an election after the time for holding the meeting at which the election is to be held, in such circumstances as to leave only one Candidate remaining, the remaining Candidate shall be declared elected forthwith in accordance with Article 23.3.
34.5 If all Candidates withdraw from an election then:
(a) if the time for holding the meeting at which the election is to be held has not yet been reached, the procedure prescribed in Rule 13.4 (procedure when no nominations are received for an election to be held at a general meeting) shall be followed, or
(b) if the meeting has started, Article 24 (casual vacancies) shall be deemed to apply.

## Adoption and Amendments

Original text of Rule adopted (23.7.2020) by decision of the Board (the Board approved the text subject to such changes only as are necessary to achieve gender-neutral drafting notwithstanding that the Rules shall take effect immediately with words importing the masculine gender only including the feminine gender).

## 35 Provisions relating to electronic voting at the meeting

35.1 This Rule applies only to a Principal Officer Election where an electronic system is being used for the casting and counting of votes and such system requires the use of devices that can access the internet.
35.2 Where it appears to the chair of the meeting that there are present-
(a) Voting Members, or
(b) proxies, which shall not include the chair of the meeting,
who will be unable to cast their votes because they do not have in their possession a suitable personal device with which to do so and there is insufficient alternative provision of suitable devices by the Club, the chair of the meeting shall direct that the time for declaring the result of the poll shall be fixed as provided in Article 39.6 to a time later than the completion of all other business. No time for declaring the result of the poll may be fixed that would require all votes to be cast in the election sooner than 24 hours later than the time for holding the meeting.
35.3 If the electronic system being used for the casting and counting of votes does not allow for the period in which votes may be cast to be extended in pursuance of paragraph (2):
(a) the Returning Officer must, in first arranging for the period in which votes may be cast to be set within the system, direct that it be set to include a period of 24 hours following the time for holding the meeting, and
(b) the chair of the meeting must direct that the time for declaring the result of the poll shall be fixed to a time no sooner than 24 hours later than the time for holding the meeting.

## Adoption and Amendments

Original text of Rule adopted (23.7.2020) by decision of the Board (the Board approved the text subject to such changes only as are necessary to achieve gender-neutral drafting notwithstanding that the Rules shall take effect immediately with words importing the masculine gender only including the feminine gender).

## 36 The count

36.1 Where an electronic system is being used for the casting and counting of votes, the Board shall, within seven (7) days, circulate to all Voting Members such reports relating to count as the system used may generate.
36.2 Where paper voting forms are being used for the casting and counting of votes, Candidates shall be invited to observe the count. At the count, they will be given an opportunity to examine voting papers and to check the accuracy of the recording of votes cast. If any Candidate is unable to attend, he may appoint another person as his delegate provided that the Returning Officer is given prior notice.

## Adoption and Amendments

Original text of Rule adopted (23.7.2020) by decision of the Board (the Board approved the text subject to such changes only as are necessary to achieve gender-neutral drafting notwithstanding that the Rules shall take effect immediately with words importing the masculine gender only including the feminine gender).

## 37 Notification and declaration of the result

37.1 Where an electronic system is being used for the casting and counting of votes, when the result has been obtained the Returning Officer shall report it confidentially to the chair of the meeting. Where the system used produces a report or reports stating the result and details of the count, these shall constitute the official result notification document or documents and a copy should be certified by the Returning Officer and delivered to the Board. Where the system used does not produce a report stating the result and details of the count or where paper voting forms were used for the casting and counting of votes, the Returning Officer shall be responsible for preparing a document stating the result and details of the count, a copy of which, when certified by him, shall be delivered to the Board as the official result notification document.
37.2 Once in receipt of the result of an election, the chair of the meeting shall:
(a) if the poll was directed to be taken at a later time, resume the meeting at the appointed time in accordance with the Articles and these Rules and announce the result;
(b) if the poll was taken immediately, announce the result when other business at the meeting is completed.

## Adoption and Amendments

Original text of Rule adopted (23.7.2020) by decision of the Board (the Board approved the text subject to such changes only as are necessary to achieve gender-neutral drafting notwithstanding that the Rules shall take effect immediately with words importing the masculine gender only including the feminine gender).

## 38 Disposal of voting papers and other documents

38.1 Where paper voting forms were used for the casting and counting of votes, all instruments relating to the voting as deposited by the Returning Officer into an appropriate place for safekeeping pursuant to Rule 30.3(d) shall be retained for a period of 36 months from the date of the count and the declaration of the result at the end of which the Board shall cause them to be destroyed.

## Adoption and Amendments

Original text of Rule adopted (23.7.2020) by decision of the Board.

General Revision Notes:
16/06/2021 Transferred from Word .docx to googledoc format.
General formatting changes and movement to new page for each rule.
16/06/21 Updated Rule 14 following approval by Board 14/06/21


[^0]:    Adoption and Amendments
    Original text of Rule adopted (23.7.2020) by decision of the Board.

[^1]:    Adoption and Amendments
    Original text of Rule adopted (23.7.2020) by decision of the Board and ratified (30.7.2020) by decision of the Members in general meeting.

[^2]:    Adoption and Amendments
    Original text of Rule adopted (23.7.2020) by decision of the Board and ratified (30.7.2020) by decision of the Members in general meeting.

