

The British Gordon Setter Club Code of Ethics

The Kennel Club has issued a code of ethics to be adopted by all Breed Clubs, which forms Part A of this Code. The Kennel Club has approved for publication the BGSC Code of Ethics which forms Part B of the code.

All members of the British Gordon setter Club undertake to abide by this Code of Ethics

Part A - General Code of Ethics

Club Members will:

1. Properly house, feed, water and exercise all dogs under their care and arrange for appropriate veterinary attention if and when required.
2. Agree without reservation that any veterinary surgeon performing an operation on any of their dogs which alters the natural conformation of the animal, or who carries out a caesarean section on a bitch may report such operation to the Kennel Club.
3. Agree that no healthy puppy will be culled. Puppies which may not conform to the Breed Standard should be placed in suitable homes.
4. Abide by all aspects of the Animal Welfare Act.
5. Not create demand for, nor supply, puppies that have been docked illegally.
6. Agree not to breed from a dog or bitch which could be in any way harmful to the dog or to the breed.
7. Not allow any of their dogs to roam at large or cause a nuisance to neighbours or those carrying out official duties.
8. Ensure that their dogs wear properly tagged collars and will be kept leashed or under effective control when away from home.
9. Clean up after their dogs in public places or anywhere their dogs are being exhibited.
10. Only sell dogs where there is a reasonable expectation of a happy and healthy life and will help with the re-homing of the dog if the initial circumstances change.
11. Supply written details of all dietary requirements and give guidance concerning responsible ownership when placing dogs in a new home.
12. Ensure that all relevant Kennel Club documents are provided to the new owner when selling or transferring a dog, and will agree, in writing, to forward any relevant documents at the earliest opportunity, if not immediately available.

13. Not sell any dog to commercial dog wholesalers, retail pet dealers or directly or indirectly allow dogs to be given as a prize or donation in a competition of any kind. Will not sell, by sale or auction, Kennel Club registration certificates as stand-alone items (not accompanying a dog).

14. Not knowingly misrepresent the characteristics of the breed not falsely advertise dogs nor mislead any person regarding the health or quality of a dog.

Part B - Club Code of Ethics

15. A breeder shall only breed from those Gordons believed to be as free as possible from any serious defects and which are not suffering from any acute problem. To this effect it is recommended that all breeding stock shall have been through the KC/BVA HD Scheme and that all breeding stock be DNA tested for PRA (rcd4) and regular eye tests to be carried out as per AHT recommended guidelines. At all times the improvement of breeding stock must be the primary consideration.

16. Stud dog owners shall satisfy themselves as to the suitability of bitches, i.e. type, temperament, age, health and KC/BVA scheme tested etc.

17. It is recommended that bitches should not be mated until at least 21 months of age and not older than 8 years. No bitch should be bred form more than once a year or be expected to produce more than 3 average size litters, i.e. 25 to 30 puppies in total.

18. Puppies should not be sold under the age of 7 weeks. The breeder shall take all reasonable steps to ensure the suitability of prospective owners and the conditions in which the puppy will be kept. Prospective owners should be advised of the characteristics of the breed. Gordons should not be sold to pet shops or dealers. It should be stressed to the owners that they contact the breeder in the event of any problem with their puppy and the breeder accepts the responsibility to help as far as possible for the lifetime of the dog. The Club is always available for advice but the breeder should be the first contact.

19. The breeder shall provide a copy of the pedigree, a diet sheet and complete details of worming and any inoculations at the time of sale.

20. Breeders shall at all times exercise extreme caution when advertising or selling.

21. If puppies are sold on breeding terms a breeding terms contract shall be endorsed by the Kennel Club.

22. Owners shall at all times maintain a high standard of health and care for their Gordon.

23. Members should give very serious consideration to the above before proposing or seconding prospective new members for the Club.

UNDER CLUB RULE 11(g) MEMBERS ARE EXPECTED TO ABIDE BY THIS CODE OF ETHICS AND ANY BREACH WILL BE CONSIDERED SERIOUS.

Breach of these provisions may result in expulsion from club membership and/or disciplinary action by the Kennel Club and/or reporting to the relevant authorities for legal action, as appropriate.

May 2011

ABUSIVE BEHAVIOUR POLICY

There is a range of actions we consider to be unacceptable. These are:

- Aggressive or abusive behaviour;
- Unreasonable demands;
- Unreasonable levels of contact.

Aggressive or abusive behaviour

We understand that people can become angry when they feel that matters about which they feel strongly are not being dealt with as they wish. If that anger escalates into aggression towards our committee or members, we consider that unacceptable.

Any aggression or abuse directed towards our committee or members will not be tolerated.

Aggressive or abusive behaviour includes language (whether verbal or written) that may cause individuals to feel afraid, threatened or abused and may include threats, personal verbal abuse, derogatory remarks and rudeness.

We also consider inflammatory statements, remarks of a racial or discriminatory nature and unsubstantiated allegations, to be abusive behaviour.

Unreasonable demands

A demand becomes unacceptable when it starts to (or when complying with the demand would) impact excessively on the work of BGSC Committee and Officers or when dealing with the matter takes up an excessive amount of time and in so doing, disadvantages other members.

For example:

- Repeatedly demanding responses within an unreasonable timescale;
- Demanding responses from several committee members on the same subject;
- Insisting on seeing or speaking to a particular committee member when that is not possible;
- Repeatedly changing the substance of an enquiry or complaint or raising unrelated concerns;
- Repeatedly posing a question time and again, when a response has already been given, because the individual may not like the answer they have received.

Unreasonable levels of contact

Sometimes the volume and duration of contact made to our committee members by an individual causes problems.

This can occur over a short period, for example, when a large number of calls or emails are received from the same person in one day. When we are dealing with a complaint or enquiry, this may occur when a person repeatedly makes long telephone calls to us or inundates us with emails or copies of information that have been already sent or that are irrelevant to the substance of the complaint or enquiry.

We consider that the level of contact has become unacceptable when the amount of time spent talking to an individual on the telephone, or responding to, reviewing and filing emails or written correspondence, impacts on our ability to deal with the matter, or on our responsibility for carrying out tasks relating to other members of the Club..

How we manage aggressive or abusive behaviour

The threat or use of physical violence, verbal abuse or harassment towards our members is likely to result in a termination of all direct contact with the member exhibiting this behaviour. Such incidents may be reported to the Kennel Club or to the police if physical violence is used or threatened.

Where correspondence (either letter, fax or electronic) that is abusive to club members or contains allegations that lack substantive evidence is received, we will inform the sender that we consider their language offensive, unnecessary and unhelpful and ask them to stop using such language. We will ask that the sender edit their correspondence to remove any offensive text and resend it, otherwise it will not be responded to.

Committee members will end telephone calls if they consider the caller aggressive, abusive or offensive. Our committee have the right to make this decision, to tell the caller that their behaviour is unacceptable and to end the call if the behaviour then persists.

In extreme situations, we will tell the person in writing that we will not permit any personal contact from them. This means that we will limit contact with them to either written communication or through a third party.

How we deal with other categories of unreasonable behaviour

Where a member of the Club repeatedly phones, e-mails or makes personal contact with a member of the committee and raises the same issue repeatedly, or sends large numbers of documents about which the relevance is not clear, we may decide to:

- Limit contact to telephone calls from the person at set times on set days;
- Restrict contact to a nominated individual who will deal with future calls or correspondence;
- See the person by appointment only;
- Restrict contact to written correspondence only;
- Refuse to deal with further correspondence and return any documents or, in extreme cases;
- Advise the person that further irrelevant documentation will be destroyed;
- Take any other action that we consider appropriate to the circumstances.

Where we consider continued correspondence on a wide range of issues to be excessive, we may tell the person that only a certain number of issues will be considered in a given period and ask them to limit or focus their requests accordingly.

Where someone repeatedly demands a response on an issue on which they have already been given a clear answer by the Club, we may refuse to respond to further enquiries from the person.

We will always tell the person in writing what action we are taking and why.

The process we follow to make decisions about unreasonable behaviour

Any member of the Club who directly experiences aggressive or abusive behaviour from another member, has the authority to deal immediately with that behaviour in a manner they consider appropriate to the situation and which is in line with this policy.

With the exception of such immediate decisions taken at the time of an incident, decisions to restrict contact with the Club are only taken after careful consideration of the circumstances by all Officers and Committee of the BGSC. Wherever possible, we will give the individual the opportunity to change their behaviour before such a decision is taken.

How we let people know we have made this decision

When a member of the committee makes an immediate decision in response to aggressive or abusive behaviour, the individual concerned will be advised at the time of the incident.

When a decision has been made by Committee, the individual will always be told in writing why a decision has been made to restrict future contact, the restricted contact arrangements and the length of time that these restrictions will be in place. They will also be told the process for appealing the decision. This ensures that the individual concerned has a full record of the decision and the reasons behind it.

The process for appealing a decision to restrict contact

Where a member of the Club has been informed that contact is to be restricted, they will be advised of the right of appeal. Any appeal must be made in writing and submitted to the President of the Club and must be made within 10 working days of the date of the notification to restrict contact letter. A written letter of appeal should clearly set out why the appellant feels the decision to restrict contact is unreasonable. Only in exceptional circumstances will an appeal made outwith this timescale be considered. The appeal will be considered by a full meeting of the BGSC Committee. Any reversal or amendment of the restriction arrangements will be at the discretion of the President.

The appellant will be notified in writing of the outcome of the appeal within 10 working days of receipt of the letter of appeal. The President's decision is final.

Thereafter all paperwork in relation to the process for decision to restrict contact will be held by Club secretary for a period of no more than 7 years.

How we record and review a decision to restrict contact

We record all incidents of unacceptable actions which have resulted in contact being restricted.

Where it is decided to restrict contact, an entry noting this is made by the Club in the relevant file and on appropriate computer records.

A decision to restrict contact as described above, may be reconsidered if the complainant or enquirer demonstrates a more acceptable approach.

The President will review the status of all restricted contact arrangements on a regular basis and correspond with the Member(s) concerned with regard to these reviews.

MAY 2017