

Code of Conduct for the Oxford University Clay Pigeon Shooting Club

2026

1) The Oxford University Clay Pigeon Shooting Club (“the Club”) does not tolerate any form of harassment or victimisation and expects all of its members, employees, and visitors to treat each other with respect, courtesy and consideration.

2) All members of the Club are expected to read and agree to act in accordance with this Code of Conduct and the University of Oxford’s Policy and Procedure on Harassment. Oxford students are also required to act in accordance with the Code of Conduct set out in Statute XI. Membership may be removed or suspended for failing to do so, in accordance with the Club Complaints Procedure and paragraph 7 of the Club Constitution, and opportunities for members to take part in activities within and on behalf of the Club may be restricted.

3) All members of the Club are expected to:

- treat other members with dignity and respect;
- discourage any form of harassment by making it clear that such behaviour is unacceptable;
- support other members who feel that they have been subject to harassment;
- follow the Club Safety Policy and any safety instruction given by the person in charge of a session, a Committee member or venue staff, and report any safety concern immediately;
- never shoot after drinking alcohol or while impaired by drugs, medication or fatigue;
- take responsibility for the conduct of any guest they invite to a Club activity, and make sure the guest follows this Code and the Club Safety Policy;
- represent the Club and the University well at competitions, balls and shooting grounds, and treat ground staff, host clubs and members of other universities with courtesy;
- behave respectfully in Club group chats and on social media, and not post photos or videos of others without their consent; and
- look after Club guns, kit and other property, and return anything borrowed promptly and in good condition.

4) “Harassment” includes in particular the following conduct, however carried out (including online):

- verbal or physical bullying or threats
- sexual harassment including unwanted physical conduct, sexually explicit remarks or sexual assault
- racist behaviour or comments
- homophobic or transphobic behaviour or comments
- victimisation
- religiously motivated abuse

5) The club designates one or more members of its Committee as ‘welfare officer(s)’ who will act as a source of advice and support for Club members in relation to welfare issues and during

harassment complaints. A welfare officer who has supported a party to a complaint shall not take part in deciding that complaint.

6) The Club's designated welfare officer can be contacted for informal advice, including in relation to how you make a complaint. Support and advice is also available from the Sports Federation.

7) The Club Complaints Procedure provides steps for dealing with internal complaints. Clubs are required to have this in place and to follow these steps when they receive a complaint.

8) University of Oxford students can also seek support from:

- one of the University's harassment advisors;
- college harassment advisors (for members of Oxford colleges);
- their college deans or other officers with pastoral responsibilities, the Common Room welfare or equal opportunities officer or a student peer supporter;
- Oxford SU's Student Advice Service
- Student Welfare and Support Services including:
 - the University Counselling Service
 - the University's Sexual Harassment and Violence Support Service

More information is available on the Oxford Students Harassment Pages, including a flow chart explaining the steps within the University's complaints procedures (e.g. for complaints against staff and students).

Approved by the Committee on 4/10/26 Next review due 4/10/27

Club President Jack Preuveneers Date 4/10/26

Club Secretary Morgan Purvis Date 4/10/26

Welfare Officer Jerry Li Date 4/10/26