

National Integrity Framework

Code of Conduct

PIPE BANDS AUSTRALIA

Version 1 August 2026

	Name	Position	Date
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Through	National Management Committee		13-07-2026
Approved	National Management Committee		13-07-2026

Version Controls

	Published	Amendments	Responsible Party
Version 1	Draft Only	<i>Not applicable</i>	A. Hart
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Definitions

Capitalised terms used in this Policy have the meanings assigned to them in the Pipe Bands Australia National Integrity Framework unless otherwise specified.

Introduction & Purpose

Pipe Bands Australia (PBA) is committed to fostering a safe, respectful, and inclusive environment for all Members and participants. This Code of Conduct sets out the standards of behaviour expected of all individuals involved in PBA activities. It aims to protect the integrity of the activities of pipe bands, pipers, drummers, drum majors and any other Activity aligned with the objectives and purposes of PBA, ensure the welfare of participants, and uphold the reputation of PBA.

Scope and Jurisdiction

This Code applies to all Relevant Persons and Organisations associated with Pipe Bands Australia, including Members, officials, adjudicators, volunteers, contractors, and any individual participating in or attending PBA-sanctioned activities. It applies at all times during PBA activities, events, and in any context where an individual's actions may impact PBA, including online and social media platforms.

Relationship to the National Integrity Framework

This Policy forms part of the Pipe Bands Australia National Integrity Framework and operates in conjunction with:

- the PBA Safeguarding Children and Young People
- the PBA National Communication & Online Conduct Policy
- the PBA Member Protection Policy
- the PBA Complaints, Disputes and Discipline Policy

Where behaviour may constitute a criminal offence, this Policy operates alongside, and does not replace, obligations under applicable child protection and criminal legislation.

This Policy must be read in conjunction with the Pipe Bands Australia National Integrity Framework, including the definitions and interpretation provisions contained within that Framework.

Expected Standards of Behaviour

All individuals covered by this Code must:

- Treat others with respect, fairness, and courtesy.
- Uphold the integrity and reputation of Pipe Bands Australia.
- Comply with all applicable laws, PBA Rules and Regulations, and policies.
- Promote a safe environment, including adherence to child safety and safeguarding obligations.
- Act honestly and ethically in all dealings related to PBA activities.

Additional Responsibilities of Office Holders

Office holders and those acting in official capacities have elevated responsibilities, including confidentiality and acting impartially in the best interests of the Association as a whole.

Conflicts of Interest

Pipe Bands Australia recognises that conflicts of interest may arise in the normal course of governance, adjudication, education, and administration activities, particularly within a volunteer-based organisation.

A Conflict of Interest exists where a person's personal, professional, financial, or relational interests could improperly influence, or be perceived to influence, the performance of their duties or decision-making in connection with Pipe Bands Australia activities.

General obligations

All Relevant Persons must:

- act in the best interests of Pipe Bands Australia at all times;
- avoid situations where personal interests conflict, or appear to conflict, with their responsibilities;
- promptly disclose any actual, potential, or perceived Conflict of Interest; and
- comply with any reasonable direction given to manage or resolve a Conflict of Interest.

Disclosure and management

Conflicts of Interest must be disclosed as soon as a Relevant Person becomes aware of an actual, potential or perceived Conflict of Interest and, at a minimum, prior to:

- participating in decision-making, selection, adjudication, accreditation, or disciplinary processes;
- accessing confidential or sensitive information relevant to the matter; or
- representing Pipe Bands Australia in a decision-making or evaluative capacity.

Once disclosed, a Conflict of Interest may be managed by one or more of the following measures, as appropriate:

- recusal from discussion or decision-making;
- restricted access to information;
- reassignment of duties; or
- any other measure necessary to protect the integrity of the process.

The existence of a Conflict of Interest does not, of itself, constitute misconduct, provided it is properly disclosed and managed.

Failure to disclose or manage conflicts

Failure to disclose or appropriately manage a Conflict of Interest may constitute a breach of this Code and may be subject to action under the Complaints, Disputes and Discipline Policy.

Prohibited Conduct

The following behaviours are strictly prohibited under this Code:

- Bullying, harassment, or discrimination of any kind.
- Sexual misconduct or abuse.
- Abuse or exploitation of children or vulnerable persons.
- Conduct that brings Pipe Bands Australia or the activities under the auspices of PBA into disrepute.
- Criminal behaviour, substance abuse, or manipulation of contests.

Reporting and Enforcement

All Relevant Persons have an obligation to report suspected breaches of this Code. Reports must be made in accordance with the Complaints, Disputes and Discipline Policy. This Code does not detail complaint handling or disciplinary procedures; these are outlined in the separate policy.

Education & Awareness

Pipe Bands Australia will provide education and training to ensure Members and officials understand their obligations under this Code and related policies.

Additional Responsibilities for Office Holders

- Act honestly, in good faith, and in the best interests of Pipe Bands Australia as a whole, regardless of personal interests, and conduct themselves in a manner consistent with their responsibilities as an Office Holder.
- Exercise sound judgment to make decisions that serve the organisation, considering all relevant information, circumstances, and resources.
- Operate within the limits of authority as defined by law, the PBA Rules, regulations, policies, and By-Laws.
- Recognise that their primary responsibility is to the Membership collectively, while also considering the interests of stakeholders where appropriate.
- Perform duties impartially, without bias toward or against any individual Member or band.
- Maintain any Working With Children Check or equivalent clearance required by law for the role and jurisdiction, and comply with all safeguarding requirements applicable to their position.

- Maintain the confidentiality of information obtained through their role where that information is not publicly available or is reasonably understood to be confidential.
 - Not disclose confidential information relating to Members, complaints, disciplinary matters, governance deliberations, or operational decisions, except where authorised or required by law.
 - Ensure that confidential information is used only for legitimate organisational purposes and not for personal, political, factional, or competitive advantage.
 - Not misuse access to information, systems, or deliberations to undermine the integrity, safety, or governance of Pipe Bands Australia.
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Acknowledgement and Acceptance of Responsibilities

By:

- accepting nomination or appointment to any office-bearing position; or
- being granted membership; or
- participating in a Pipe Bands Australia Activity in a capacity to which this Policy applies,

Relevant Persons and Relevant Organisations agree to uphold and comply with the requirements of this Policy.

Non-compliance may result in education, corrective action, removal of access, disciplinary action, or other outcomes authorised under the Pipe Bands Australia National Integrity Framework.

of this policy to ensure continued alignment with prevailing law and regulatory expectations.

The background of the entire page is composed of several overlapping, wavy, horizontal bands of different shades of blue. The colors range from a very light, almost white-blue at the top to a deep, dark navy blue at the bottom. The waves are smooth and fluid, creating a sense of movement and depth.

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pipebandsaustralia.com.au