



Working Relationship between

The Royal Agricultural Society (RAS) and RAS Equestrian Judges:

(replaces the Memorandum of Commitment/Understanding)

This document is to encompass all Equestrian Judges, Candidate Judges and Tutor Judges within the RAS Structure, and notes that as a member of the RAS, you make a commitment to all points below.

As judges we give our valuable time to a sport we are all passionate about.

Showing is a tradition, built on elegance, grace, discipline and decorum, from horse, rider, and judge alike.

It is a sport where all should be respected equally.

Introduction

Under the human rights act organisations which involve volunteers are considered to be the “employer” of the volunteers. An employer is liable for anything that is done on their behalf, even if they didn't know that it is being done.

As our ‘employer’ the Royal Agricultural Society is quite within its rights to question any behaviour or concerns that it has regarding a member of its ‘workforce’. We need to:

- Respect the Working Relationship commitments
- Support the Constitution of the RAS
- Work to any Meeting Standing Orders

Statement of Commitment

It is expected that as a listed Equestrian Judge, Tutor Judge or Candidate Judge, you will commit to carry out in a trustworthy and diligent manner, the duties and obligations of the role(s).

As a volunteer you undertake to

- **Represent the RAS** in a positive and supportive manner and be an advocate of the organisation within the community. Not to communicate on any confidential matters outside of the RAS unless designated to do so.
- **Uphold the Equestrian Rule Book, Manuals and Policies** associated with the role of a judge; or elected/appointed judge official.
- **Attend Seminars** as per Rule J2 (from the RAS Equestrian Rulebook), attend meetings as required, and give advance notice when you cannot be present, with a report/s if applicable.
Understand that failure to attend three consecutive meetings without prior arrangement (if attending meetings is part of your role) will constitute your resignation.
- **Share your opinion and respect the opinions of others.**
- **Observe safety procedures**, abide by risk management requirements, attend health and safety briefings of each individual A&P Show, and notify the show of any perceived safety hazards and any accidents, incident or property damage.
- **Work with and respect fellow Judges**, A&P Show members and officials, leaving personal prejudices and agendas out of all discussions and matters involving the RAS; and remembering that as a judge you are an invited guest of the show. Not to **comment or act inappropriately** to any person if a decision does not go your way. **Communicate professionally**, honestly and courteously both within and outside the organisation when working on Judge related issues.
- **Respond promptly to a show's invitation to judge**, including the decline of the invitation if you are unable to accept. As judging is by invitation, understand that it is inappropriate to ‘tout for business’ in any way.

- **Display courteous conduct** at all RAS workshops, seminars, shows, and events.
- **Avoid conflicts of interest** between your position and your personal life; refusing to use your position for the advantage of friends and business associates; and declaring any conflict which arises.
- **Participate in planning meetings, self-evaluation programs, development workshops, seminars,** and other educational events that expand your capacity and capability as a Judge.
- **Follow through on commitments made,** but if circumstances prevent or delay completion of tasks you will seek support or guidance from the District Convenor and/or National Judges Convenor.
- **Inform Head Office and your District Judges' Convenor** of any changes to your contact details, change of District, and of any circumstances which may affect your judging duties.
- **Uphold the RAS Social Media Policy** – available to download from the RAS website.
- **Follow the RAS In-Line Resolution Process Policy** – available to download from the RAS website.

Conclusion

If your participation in the RAS is in question, you will have the opportunity to discuss any problems with Judging personnel and seek an appropriate resolution that best supports the work of the RAS. If, for any reason, you find yourself unable to carry out the above commitments professionally, you agree to resign your position(s).

The RAS agrees to, either via email, website, seminars or another form of media

- provide information about the organisational structure.
- provide orientation, support, training, and supervision when needed.
- ensure that all volunteers are aware of Health & Safety issues to provide a safe working environment.
- provide opportunities for input into the organisational plans and evaluation.
- reimbursed for any pre-approved expenses.
- acknowledge and recognise the contribution of RAS volunteers.

The Royal Agricultural Society thanks you for your valuable time and expertise in volunteering as a Judge and supporting the organisation and showing movement.

Your contribution is greatly appreciated.

RAS References

Website - <https://www.ras.org.nz/>

Social Media Policy – <https://www.ras.org.nz/about/our-rules-regulations-and-policies/>

Constitution - <https://www.ras.org.nz/about/our-rules-regulations-and-policies/>

Equestrian Rulebook - <https://www.ras.org.nz/equestrian/rule-book/>

RAS – Showcasing Rural Excellence

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