

Grow Community - Sopwell's Acceptable Behaviour Policy

Written by: K Swindells..... Date: 17/10/2019.....

Adopted: 17/10/2019.....

Reviewed and amended (if appropriate) by: ...J Cooney..... Date:15/09/2020.....

Changes made: Our language on acceptable behaviour strengthened.

The membership of Grow Community – Sopwell (also referred to as ‘the Community Group’) is diverse and members are asked to treat other members with respect, as they should with volunteers and non-member users. Any discriminatory or inappropriate language will not be tolerated. We ask active members to review and accept Grow Community – Sopwell’s Code of Practice on Member Behaviour (also referred to as the ‘Acceptable Behaviour Policy’).

Membership of the Community Group is open to any individual who agrees with the aims of the Charity, and who is a resident of Sopwell Ward, St. Albans or has a special interest in the wellbeing of residents in Sopwell Ward. Membership is open to everyone irrespective of gender, age, disability, ethnicity, nationality, sexual orientation, political party, religion or other beliefs and opinions. (Grow Community – Sopwell Constitution Clause 5).

It is the responsibility of members of the Community Group to:

1. Act within the Constitution and the law - being aware of the contents of the Community Group’s governing documents and the law as it applies to the Community Group.
2. Act in the best interest of the Community Group as a whole - considering what is best for the organisation and its beneficiaries and avoiding bringing the Community Group’s name into disrepute.
3. Manage conflicts of interest effectively - registering, declaring and resolving conflicts of interest. Not gaining materially or financially unless specifically authorised to do so.
4. Respect confidentiality - understanding what confidentiality means in practice for the Community Group’s name, its Committee and the individuals involved with it.
5. Act jointly and accept a majority decision at Annual and Special General Meetings - making decisions collectively, standing by them and not acting individually unless specifically authorised to do so.
6. Work considerately and respectfully with all - respecting diversity, different roles and boundaries, and avoiding giving offence.

Grow Community Sopwell members are expected to honour the content and spirit of this Policy and make the following personal commitments.

Personal Commitments

1. I will endeavour to work considerately and respectfully with all those I come into contact with through the Community Group. I will respect diversity, different roles and boundaries, and avoid giving offence.
2. I will not make public comments about the organisation unless authorised to do so. Any public comments I make about the Community Group will be considered in line with organisational policy.
3. I understand that a substantial breach of any part of this code may result in procedures being put in motion that may result in my being suspended as a member of the Community Group, and/or (if I am a Committee member) in my being suspended from the Committee, as set out in Clause 6(11) of the Constitution: ‘The Committee members shall have the power to remove a Committee member for good and proper reason and shall have the power to fill vacancies if they occur during the year.’

This Acceptable Behaviour Policy forms part of the policies/rules for the running of the Community Group which the Committee members have the power to adopt and issue as set out in Clause 6(13) of the Constitution.

Approved by the Grow Community – Sopwell Committee members 15/09/2020