BHCC members Code of Conduct

Statement of purpose
This Code of Conduct aims to provide guidance on the minimum expected standards of behaviour that all members, volunteers (including Trustees), contractors and third parties, should observe.

BHCC aims to create a culture which proactively prioritises the safeguarding, health and wellbeing of its members; creates an environment and culture that is positive, supportive and inclusive; and in turn facilitates the safety, happiness and attainment of members who are each individually responsible to prioritise the safeguarding and wellbeing of themselves and other members.

Members are expected to always act with personal and professional integrity, respecting the safety and wellbeing of others.

Many of the principles in this Code of Conduct are based on statutory obligations. BHCC expects that all members will act in a personal and professional well-behaved manor.

Please note that this Code of Conduct is not exhaustive. Other responsibilities expected of members are set out in other BHCC's policies, as appropriate. Members are expected to be aware of BHCC's policies as listed on the BHCC website, and have read & familiarised themselves with each BHCC policy to ensure their safety whilst at the Kiln.

If situations arise that are not covered by this Code of Conduct, members will use their professional judgement and act in the best interests of BHCC and other members.

This Code complies with the BHCC constitution.

General obligations
These BHCC values are the key things all members should live by:
- Fulfilling Ambitions
- Working Together
- Developing new skill sets
- Social interaction
- Nurturing Potential in self & other members

BHCC members are expected to consistently model behaviours that set a positive example within the BHCC community and demonstrate high standards of conduct.

Members are also obliged to inform a Trustee or session supervisor of any cautions, convictions or relevant orders accrued during membership, and/or if they are charged with a criminal offence.

Failure to follow BHCC's Code of Conduct may result in disciplinary action being taken. Sanctions could include, but are not limited to, removal as a member of BHCC.

Members are accountable for the way in which they: Exercise authority / Manage risk / Use resources.

All members have a responsibility to keep other members safe, and to be treated with respect and dignity.

BHCC has an open and transparent culture in which all concerns are dealt with appropriately to safeguard members.

Honesty and integrity

Members should maintain high standards of honesty and integrity, this includes when handling money, claiming expenses, and using BHCC property and facilities.

Dress and appearance

BHCC recognises that dress and appearance are matters of personal choice and self expression. Members should dress in a manner that is appropriate to the sessions that they are attending (E.g. If a session uses tools of any kind, closed shoes should be worn for safety reasons, or messy activities may require protective clothing such as aprons, eyeglasses etc.)

Members will also need to ensure that their dress, including any jewellery or piercings are safe and appropriate for their creative environment.

Members conduct outside of BHCC should not bring BHCC into disrepute. This covers relevant criminal offences, such as violence or sexual misconduct, as well as negative comments about BHCC in the media (including social media).