

Acceptable Behaviour Policy of Vauxhall Gardens Community Centre and Social Club

It is a condition of VGCC membership that members are bound by the VGCC Code of Practice on Member Behaviour (aka the VGCC 'Acceptable Behaviour Policy').

Any individual living within the area in which VGCC operates may apply for membership irrespective of race or colour, sex or sexual orientation, political or religious opinion provided that no such individual shall in any way ascribe to views or opinions which are expressly racist or sexist. (VGCC Constitution Clause 3(a)). The membership of VGCC is very diverse and members are asked to treat other members with respect, as they should with volunteers, non-member users, and staff (whether directly employed by VGCC or third parties working for VGCC).

VGCC is part of the local community and in taking on new members shall be entitled to take into consideration, when assessing the suitability of prospective new members, any information it receives concerning unacceptable behaviour by a prospective new member witnessed by local groups and/or members of VGCC. In such circumstances membership may be declined, although applicants for membership shall have a right to make written representations to the Management Committee in response to a refusal of membership and (if the Management Committee in their absolute discretion agree) may be allowed to make oral representations. The Management Committee shall consider any reasonable representations made and may exercise their discretion to reverse the refusal of membership but if the Management Committee decide to confirm the refusal of membership that decision shall be final.

It is the responsibility of members of VGCC to:

1. Act within the Constitution and the law – being aware of the contents of the Centre's governing documents and the law as it applies to the Centre.
2. Act in the best interest of the Centre as a whole – considering what is best for the organisation and its beneficiaries and avoiding bringing the Centre'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 Centre'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.

VGCC 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 at VGCC. 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 VGCC 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 Centre, and/or (if I am on the management committee) in my being suspended from the management committee, as set out in Clause 7(d) of the Constitution: 'The Management Committee shall have the power to suspend any individual member of the Management Committee by a vote of no confidence passed by a simple majority, for behaviour not conducive to achieving the objects of the Centre and for hindering the work of the committee'.

4. Should this happen I understand that Clause 7(d) also states: 'This decision must be put to a special general meeting within 6 weeks of suspension'and that under Clause 9(a) the Committee must give '21 days written notification to all members' of the holding of a Special General Meeting.
5. If I wish to cease being a member of VGCC at any time, I will inform the Secretary in advance in writing.

This VGCC Acceptable Behaviour Policy forms part of the Standing Orders/rules for the use of the Centre which the Management Committee has the power to adopt and issue as set out in Clause 10(a) of the Constitution.

Approved by the VGCC Management Committee 26/09/ 2011