CENTREPIECES
Mental Health Arts Project
Registered Charity 1160300

The King's Award for Voluntary Service
The MBE for volunteer groups

CODE OF CONDUCT

Date of policy: December 2024
To be reviewed: December 2027

1. Introduction

1.1 Centrepieces is committed to providing a safe, inclusive, and respectful environment for all individuals associated with the charity. We believe in treating everyone with dignity, fairness and respect, and we prohibit any form of bullying, harassment or discrimination.

1.2 Centrepieces expects all those associated with the charity to show the utmost respect to each other and any third parties. All those who wish to participate in Centrepieces must adhere to the expected behaviours and ethical standards set out in our Code of Conduct.

1.3 This means refraining from conduct which might affect the dignity of other members, including discrimination, harassment, bullying or other intimidatory behaviour.

2. Definitions of discrimination, harassment and bullying

2.1 Discrimination is defined as treating someone 'less favourably' than someone else, because of a protected characteristic:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

2.2 Less favourable treatment can be anything that puts someone with a protected characteristic at a disadvantage, compared to someone who does not have that characteristic.

2.3 Harassment is defined as unwanted behaviour related to any of the following protected characteristics:

- age
- disability
- gender reassignment
- race
- religion or belief
- sex
- sexual orientation

2.4 To be harassment, the unwanted behaviour must have either:

- violated the person's dignity
- created an intimidating, hostile, degrading, humiliating or offensive environment for the person

It can constitute harassment if the behaviour:

- has one of these effects even it was not intended
- intended to have one of these effects even if it did not have that effect

2.5 Bullying is defined as any form of physical or verbal attack or threat, or abuse of position, which undermines the confidence or ability of another or places them under unreasonable pressure, or subjects another to detrimental treatment by either act or omission.

3. Examples of unacceptable behaviour

- Jokes/pranks of a racial nature/ reference to disability or religion
- Lewd, critical or negative comments about appearance
- Unnecessary physical contact
- Displays of sexually offensive material e.g. pin-ups
- Requests for favours e.g. financial or sexual
- Speculation about a person's private life and /or sexual activities
- Scapegoating of individual members by others
- Threats of or actual violence
- Abuse of social media e.g. by personal attacks on others, or inappropriate usage
- Swearing or use of language offensive to others
- Stealing or damaging Centrepieces property
- Attendance while under the influence of drugs or alcohol

.

4. Reporting

4.1 Anyone feeling that they may have experienced or witnessed discrimination, harassment, bullying or any other form of inappropriate behaviour should raise the matter through the Centrepieces Complaints Procedure. Reports will be treated confidentially and investigated promptly and impartially.

5. Outcomes

5.1 Centrepieces has a legal responsibility to enforce the above according to the Equality Act 2010 and Human Rights Act 1998. All complaints including those from or about third parties will be taken seriously, exercising whatever sanctions are available as appropriate.

5.2 Violations of this policy may result in warnings, re-training, termination of involvement, depending on the severity of violation.