



Rimrose Valley Friends Code of Conduct

Introduction

Rimrose Valley Friends is committed to fostering a welcoming, inclusive, and respectful environment for all individuals involved in our charity's activities. This Code of Conduct outlines the expected behaviour and guidelines for everyone associated with Rimrose Valley Friends, including members, volunteers, staff, and partners. By adhering to this code, we aim to create a safe and positive community that upholds our mission and values.

Respect and Inclusion

Respect for All: Treat all individuals with dignity and respect, regardless of their age, gender, race, ethnicity, nationality, religion, sexual orientation, disability, or any other characteristic.

Inclusivity: Embrace diversity and promote inclusivity within our charity. Encourage the participation of people from various backgrounds and experiences.

Zero Tolerance: Rimrose Valley Friends has a zero-tolerance policy for discrimination, harassment, bullying, or any form of misconduct. Any such behaviour will not be tolerated and may result in immediate consequences.

Communication and Collaboration

Open and Honest Communication: Maintain open and honest communication with fellow members, volunteers, staff, and partners. Share information and ideas transparently and constructively.

Constructive Feedback: Provide feedback in a constructive and respectful manner. Aim to help individuals and the organisation grow and improve.

Confidentiality: Respect the confidentiality of information shared within the charity. This applies to any information whatsoever, including but not limited to information regarding individuals as well as regarding any operational, tactical, and strategic information you may be informed of or involved with. Do not disclose personal or confidential information without consent.

Collaboration: Collaborate effectively, recognising that teamwork is essential for our charity's success. Value the contributions of others and work together toward common goals.



Professionalism and Accountability

Professional Behaviour: Conduct yourself professionally in all interactions related to Rimrose Valley Friends. Dress appropriately for the occasion and adhere to ethical standards.

Commitment: Be punctual and committed to your responsibilities and obligations as a member, volunteer, or staff member of the charity.

Accountability: Take responsibility for your actions and decisions. Admit mistakes when they occur and work together to find solutions.

Safety and Environmental Responsibility

Safety: Prioritise the safety and well-being of all individuals involved in Rimrose Valley Friends activities. Report any safety concerns promptly.

Environmental Responsibility: Recognise the importance of environmental conservation and sustainability. Strive to minimise the environmental impact of our activities and promote eco-friendly practices.

Compliance

Compliance with Laws: Abide by all applicable laws and regulations governing our charity's activities.

Rimrose Valley Friends Policies: Familiarise yourself with and adhere to Rimrose Valley Friends' policies, guidelines, and procedures.

Consequences of Violations

Violations of this Code of Conduct may result in disciplinary actions, which may include warnings, suspension, or termination of membership, volunteer work, or employment, depending on the severity of the violation and its impact on the charity and its community.

Reporting Violations

If you witness or experience any violations of this Code of Conduct, please report them promptly to a trustee of the charity, listed [here](#), with contact details at the foot of this document. They will handle your report confidentially and with sensitivity. Other officers or trustees of the charity may also be informed and involved in your report as needed. Rimrose Valley Friends is committed to addressing and resolving any concerns in a fair and impartial manner.



Conclusion

By abiding by this Code of Conduct, we demonstrate our commitment to fostering a positive and inclusive community within Rimrose Valley Friends. Together, we can work toward our mission of preserving and enhancing Rimrose Valley for the benefit of all. Thank you for your dedication to our cause.

Contact details for trustees

Si Albert	si@rimrosevalleyfriends.org
Sandra Brogan	sandra@rimrosevalleyfriends.org
Sarah Edey	sarah@rimrosevalleyfriends.org
Linda Gaskell	lindag@rimrosevalleyfriends.org
Gary Young	gary@rimrosevalleyfriends.org

Alternatively, you can email all trustees at the following address:

trustees@rimrosevalleyfriends.org

Version Number	Date	Status	Drafted/Reviewed by
1.0	16/10/2022	Document created	Tracey Boileau & Trustees
1.1	01/09/2025	Updated to remove Tracey as a trustee and update charity's logo	Stu Bennett
1.2	06/01/2026	Updated to add Sandra as a trustee	Stu Bennett