

centre

Membership terms and
code of Conduct

Safeguarding and
Complaints

centre

Date these procedures came into effect: 10/11/2021

Date these procedures must be updated by: 01/01/2023

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This document sets out: the terms of being a Centre member, unacceptable behaviour and how to report issues to us.

Who is covered by this policy? This policy is applicable to all members of Centre. This includes the: Administration, Spokespeople, Regional/State Chairs and members of Young Centre.

Membership terms:

- You can be a member of any political party whilst being a member of Centre.
- Your rights as a member begin two days after you receive the email confirming your membership.

Unacceptable behaviour that should be reported to us includes:

- Bullying or cyberbullying.
- Harassment.
- Intimidation.
- Violent behaviour.
- Discrimination, bullying or derogatory behaviour based on: age, gender, sex, disabilities, sexual orientation, race, Gender reassignment, Marriage and civil partnerships, religion, pregnancy and maternity or other characteristics.
- Taking photos or videos of members without their consent.
- Breaking [GDPR](#) rules.
- Rape as defined in the Sexual Offences Act 2003 which can be found [here](#).
- Assault by penetration as defined in the Sexual Offences Act 2003 which can be found [here](#).
- Sexual assault as defined in the Sexual Offences Act 2003 which can be found [here](#).
- Posting content of a violent nature.
- Physical, emotional, sexual, discriminatory, financial or material and psychological abuse.
- Breaking the law.
- Breaking our safeguarding rules.

- Antisemitism as defined by the [IHRA](#) with all of its examples.
- Sending unwanted messages of a sexual nature.
- Drinking during meetings.
- Ableism.
- Defamation/libel.
- Homophobia. We use the Stonewall definition which is "[The fear or dislike of someone, based on prejudice or negative attitudes, beliefs or views about lesbian, gay or bi people. Homophobic bullying may be targeted at people who are, or who are perceived to be, lesbian, gay or bi](#)".
- Islamophobia. We use the Runnymede Trust definition which is "[Islamophobia is any distinction, exclusion or restriction towards, or preference against, Muslims \(or those perceived to be Muslims\) that has the purpose or effect of nullifying or impairing the recognition, enjoyment or exercise, on an equal footing, of human rights and fundamental freedoms in the political, economic, social, cultural or any other field of public life](#)".
- Racism.
- Sexual harassment.
- Transphobia is fear or dislike of, or prejudice against someone based on the fact they are or are perceived to be trans or non-binary. This can involve assaulting, abusing, harassing, bullying, ostracising or calling for any of these things to happen to someone because they are Trans. It can also include deadnaming which is using the former name of someone who is transgender, taking a small number of trans people to represent the entire community and using the actions of one trans person to represent all trans people.
- Conduct on social media or online that breaks any of these rules.
- Using Centre social media accounts for personal purposes rather than their role within Centre.
- Agreeing to partnerships without a vote by the Centre team.
- General unkindness or disrespectful behaviour towards another member of Centre or a member of the public.

Reporting issues to us:

- Whilst we try to ensure posts by members in our Facebook forum abide by the members code of conduct, we cannot ensure absolutely every post meets our standards. Anything posted by members is not representative of the group as a whole. If you spot a post that does not, please use our complaints procedure to submit a complaint.
- For any other issues, please use our complaints procedure or our investigations into minor issues procedure for issues that don't fall under our code of conduct.
- You may also want to report issues to the police alongside any possible complaint.

Possible repercussions for breaking this code of conduct or safeguarding rules:

- You may be reported to us which will trigger the complaints procedure.
- If it is suspected someone has broken the law, the police will be contacted as stated in the complaint's procedure.
- We may contact social care services, especially in relation to safeguarding concerns.

Ensuring these measures are kept up to date. These measures will be reviewed once a year, if an incident occurs or if there is a 'near miss'. To improve these measures, we will also talk to survivors of incidents to ensure our practices are as effective as possible.

Availability of these measures. To ensure these measures are accessible to those that may need to consult them or to go through the processes in this document, this will be available on our website. A copy of this policy will also be sent to every member of the Centre when it is updated via email.

Have any ideas to make our code of conduct better? Let us know by submitting any ideas on the "Contact" page of our website.