



The Salisbury Centre

CODE OF CONDUCT

Approved and Adopted by the Board of Trustees, June 2024

The Salisbury Centre is open to all who want to develop their spiritual, psychological, and creative life.

Our aspiration is for all individuals and communities to benefit from the Salisbury Centre, and to know that they have a place to share and receive.

When you attend or participate in any Salisbury Centre event or activity in any capacity, then you are agreeing to:

- Uphold our Values set out below
- Follow the Rules set out below
- Adhere to our Policies and Procedures set out in our website
- Act within the law

— OUR VALUES —

Community

We are happy to have such a vibrant community and Centre. We will not tolerate any actions which intentionally endangers anyone in the Salisbury Centre.

Respect

Everyone matters, everyone contributes, and everyone is welcome at The Salisbury Centre. However, we will not tolerate violence, bullying, harassment, discrimination, or threats directed against anyone.

Integrity

We hold our Staff, Trustees, Community Members, Community Facilitators (paid or voluntary), Volunteers, Residents, Hirers and Centre Users to a high standard of integrity. Any illegal actions or activities will not be tolerated.

— RULES —

Do Not:

- Do not discriminate against anyone, as defined in the Equality Act 2010. It is against the law to discriminate against anyone because of their age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation.
- Do not use or promote hate speech (as defined in the Hate Crime and Public Order (Scotland) Act 2021).
- Do not bully, groom, harass, harm, stalk or threaten anyone, or encourage others to do so (see Glossary of Terms).
- Do not engage in inappropriate non-consensual touch.
- Do not engage in any illegal activity.
- Do not smoke, vape, or use recreational drug or alcohol while in the Salisbury Centre building, garden or grounds.
- If you are a paid or a voluntary facilitator or a leader of a Salisbury Centre group, then do not engage in 'inappropriate activity' with any participant(s) of that group. 'Inappropriate activity' includes, but is not limited to the following:
 - Sexual activity - unless you are already in a sexual relationship with the participant(s)
 - Psychological control

Such 'inappropriate activities' are regarded by the Salisbury Centre as an unacceptable abuse of the power dynamics and trust that come with a facilitator or a leadership role.

Any activity considered to be 'inappropriate activity' which is not explicitly listed here will be dealt with on a case-by-case basis at the discretion of the Board of Trustees.

Do:

- Do report to a member of staff any group or individual engaging in behaviour or activity that violates this Code of Conduct. If a member of staff is involved, please contact the Centre Manager (email: manager@salisburycentre.org) or our Board of Trustees (email: trustees@salisburycentre.org).

— CONSEQUENCES —

We may take one or more of the following actions against anyone, following a legally compliant investigation, whom we determine to have violated our Code of Conduct:

- Remedial action to restore compliance with the Salisbury Centre's values, policies, and legal responsibilities.
- Removal from an event, drop-in session, or activity, or the Salisbury Centre's space.
- Issuing a temporary or permanent ban from facilitating, leading, participating in, or attending the Salisbury Centre.
- Notifying law enforcement of any violations involving unlawful activity where this is deemed to be warranted.

— STATEMENT OF ACCEPTANCE —

To be signed by all Staff, Trustees, Community Facilitators (paid or voluntary), Volunteers, Community Members, Residents, Hirers and Centre Users

Declaration:

I have read and understood the Salisbury Centre Code of Conduct and I agree to abide by its terms. I understand the potential consequences of breaking this Code of Conduct.

Name:

Click in red box to enter your name

Signature:

Click in red box to enter your signature

Date:

Click in red box to enter the date

GLOSSARY OF TERMS

Bullying... There is no legal definition of bullying. It can be described “as offensive, intimidating, malicious or insulting behaviour involving the misuse of power that can make a person feel vulnerable, upset, humiliated, undermined or threatened. It can take the form of physical, verbal or non-verbal conduct.” <https://www.lawscot.org.uk/members/journal/issues/vol-68-issue-05/bullying-a-curse-on-working-life/>

Equality Act 2010

<https://www.legislation.gov.uk/ukpga/2010/15/contents>

<https://www.equalityhumanrights.com/equality/equality-act-2010/protected-characteristics>

Grooming... “can be defined as the process that an abuser uses to desensitise you – to make you less likely to reject or report abusive behaviour. Grooming can happen when there is a power differential within a relationship, which the abuser exploits for their own gratification. This is most commonly recognised as a tactic used by perpetrators of child sexual abuse, both on children and parents. However, adults can also be groomed.”

https://www.survivorsuk.org/resource_articles/grooming/

The grooming of children and young people is a criminal offence under the Sexual Offences (Scotland) Act 2009. <https://www.legislation.gov.uk/asp/2009/9/contents>

Harm... “includes all harmful conduct and gives the following examples: conduct which causes physical harm; conduct which causes psychological harm (for example by causing fear, alarm or distress); unlawful conduct which appropriates or adversely affects property, rights or interests (for example theft, fraud, embezzlement or extortion); conduct which causes self-harm.” *Section 53 of the Adult Support and Protection (Scotland) Act 2007*

<https://www.gov.scot/publications/adult-support-protection-scotland-act-2007-guidance-general-practice/pages/3/>

Harassment... “is behaviour that makes someone feel intimidated or offended. Harassment is unlawful under the Equality Act 2010.”

<https://www.gov.uk/workplace-bullying-and-harassment>

Hate crime... “is behaviour which is both criminal and rooted in prejudice. It can be verbal or physical. Current hate crime laws cover any existing offence motivated by prejudice relating to race, religion, disability, sexual orientation and transgender identity. Inciting racial hatred and racially motivated harassment are existing standalone hate crime offences.”

<https://www.scotland.police.uk/advice-and-information/hate-crime/>

Hate Crime and Public Order (Scotland) Act 2021

<https://www.legislation.gov.uk/asp/2021/14/contents>

Power Dynamics... can refer to the formal or informal authority distributed within a group of people or relationship.

<https://www.wikihow.com/Power-Dynamics>

Stalking... There is no legal definition of stalking. It can be described as “a pattern of behaviour directed at a specific person that would cause a reasonable person to fear for the person’s safety or the safety of others; or suffer substantial emotional distress.” <https://www.stalkingawareness.org/definition-faqs/#1537979925610-57169d38-7696>

Threatening or Abusive Behaviour... “is behaviour [which] would be likely to cause a reasonable person to suffer fear or alarm, and [...] intends by the behaviour to cause fear or alarm or is reckless as to whether the behaviour would cause fear or alarm. [This] applies to (a) behaviour of any kind including, in particular, things said or otherwise communicated as well as things done, and (b) behaviour consisting of (i) a single act, or (ii) a course of conduct.”
<https://www.legislation.gov.uk/asp/2010/13/section/38#>