

Stainforth Village Hall - Code of Conduct Policy

1. Core Purpose and Duty of Care

In accordance with ACRE (Action with Communities in Rural England) guidelines and national charity frameworks, the Management Committee operates as a collective governing body with a strict statutory duty of care. We are legally obligated to provide a safe, respectful, and hazard-free environment for all trustees, volunteers, independent hirers and members of the public.

The Committee maintains a zero-tolerance policy against any behaviour that creates a hostile environment, causes reputational damage, or disrupts the operations, public trust, and continuity of the charity.

2. Universal Right to Protection and Prohibited Behaviours

All children, vulnerable adults and other persons, without exception, have the right to protection from abuse, whether physical, verbal, sexual, bullying, or exclusion. Bullying, shouting, physical violence and derogatory behaviour towards anyone using the village hall will not be permitted or tolerated.

To uphold these safeguarding duties and protect village hall members, the general public and independent hirers, the following actions are strictly prohibited on all hall property, its perimeter grounds, and during any hall-sponsored activities:

- **Intrusive Boundary Breaches:** Any form of unwanted physical contact, forced physical proximity, stalking, or persistent forced interaction directed at individuals who wish to be left alone.
- **Unauthorised Safeguarding Contact:** Approaching, loitering near, or engaging with children or vulnerable individuals under any pretext without an authorised guardian or registered group leader present.
- **Malicious Conduct:** Engaging in bullying, aggressive, or policy-defying behaviour that disrupts hall operations. This includes any deliberate act of harassment, procedural sabotage, defamation, or using coercive, manipulative, or gaslighting behaviours designed to undermine, intimidate, or distort facts to the detriment of any individual, volunteer, or the hall itself.

3. Authority to Remove and Ban

The Management Committee reserves the absolute legal right to enforce the following sanctions against any individual deemed to have breached these conditions:

- **Immediate Eviction:** All designated event organisers, independent hirers, and individual trustees hold full delegated authority to immediately eject anyone violating these behavioural standards from the premises.
- **Formal Trespass Ban:** Following a review of documented incidents, the Committee can choose to permanently or temporarily ban any individual. This constitutes a formal, legal withdrawal of the individual's implied licence to enter the building or grounds. Any subsequent entry will be treated as criminal trespass.
- **External Referral:** All suspected stalking, unlawful intrusion, or safety threats will be referred directly to the Police and Local Authority Safeguarding Teams, bypassing personal mediation.

4. ACRE-Aligned Institutional Protection for Committee Members

All safety, enforcement, and banning decisions are executed strictly by the Management Committee as a collective, institutional body. No individual trustee, volunteer, or resident carries personal liability or responsibility for these actions.

Under ACRE guidelines, the committee and its volunteers are explicitly protected from bullying, harassment, intimidation, or personal blame. The charity enforces a zero-tolerance policy against any attempts to target individual representatives for enforcing venue rules. Any retaliatory actions or hostile statements directed at a committee member will result in an automatic permanent trespass ban and direct referral to law enforcement. To protect victims and witnesses, all incident reports are handled with absolute confidentiality and anonymity.

Adopted on behalf of the Stainforth Village Hall Committee:

Signed: _____ (Chair of Trustees)

Date of Adoption: _____ **Review Date:** _____