



## **Conduct Policy for Wharf Chambers' Club Collective members**

Wharf Chambers is a workers' cooperative and members' club governed by a Club Collective. The Club Collective is a partnership of Co-op members and individuals elected from its membership to give oversight over the organisation.

Members of the Co-op (responsible for the day to day operations of the organisation) are automatically members of the Club Collective. The Club Collective provides support to the Co-op and has oversight over Wharf Chambers activities and strategic aims. The elected Club Collective members also have a responsibility to act in the interest of wider membership and the organisation.

There are standards of behaviour and ways of working that are expected of members of the Club Collective. These are informed by the values of Wharf Chambers and are essential to the wellbeing and integrity of the organisation.

### **Wharf Chambers is trying to be a safer space**

- Club Collective members are expected to uphold the Safer Spaces agreement without bias or exception
- The Safer Spaces agreement applies to all members of the Club Collective - members of the Club Collective will be held accountable if they are in breach of the Safer Spaces agreement
- Club Collective members are expected to hold each other accountable
- Club Collective members will manage risk and uphold health and safety standards

### **Wharf Chambers is trying to be accessible**

- Club Collective members are expected to actively work towards the improved accessibility of Wharf Chambers. This includes the physical accessibility of the building and the accessibility of the space for marginalised and oppressed communities

### **Wharf Chambers is a not-for-profit organisation**

- Club Collective members will not use the organisation for personal profit

**Wharf Chambers does not believe in bosses. But it does believe in respect, cooperation and mutual aid**

- Club Collective members will work in ways that are respectful and supportive of each other
- Club Collective members will uphold the Rules of the Club (a separate document) and all other agreed policy documents
- Club Collective members will share in the duties of running the organisation
- Club Collective members are expected to equally contribute to the strategic and business planning of the organisation
- Club Collective members are expected to attend and contribute to three quarters of monthly Club Collective meetings annually
- Club Collective members are expected to be forthcoming about any issues they believe could put the organisation at risk
- Club Collective members are expected to not engage in behaviours that might risk the safety of the organisation or bring Wharf Chambers into disrepute

**Wharf Chambers tries to be an open platform for its members**

- Club Collective members are expected to work in ways that are supportive of members' use of the space

**Wharf Chambers tries to be accountable to its members**

- Club Collective members are expected to communicate in ways that are transparent, timely and respectful to the membership
- Club Collective members are expected to take responsibility for their actions within the organisation and be accountable to failures
- Club Collective members are expected to engage with constructive criticism from its members

**Wharf Chambers tries to be fun**

- Club Collective members are expected to act in ways that promote the wellbeing and happiness of members in the space
- Club Collective members are expected to value the wellbeing of members

I agree to uphold the expected standards of behaviour outlined in this policy

Signed by
Dated

<b>Drafted by</b>	Anne-Marie Stewart
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