

Unlock Democracy Council - Code of Conduct

This code sets out the relevant standards and commitments expected of members of Unlock Democracy's Council. The purpose of this Code of Conduct is to ensure consistent application of the values and ethos of Unlock Democracy by all members of Council.

Members of Unlock Democracy Council should:

Contributing positively

- Be familiar with the operations and constitution of Unlock Democracy, as well as the law as it applies to the organisation
- Make all reasonable efforts to attend and adequately prepare for all meetings and participate in any decisions
- Conduct themselves in a manner which is consistent with the values and objectives of Unlock Democracy and does not damage or undermine the staff team or the reputation of the organisation

Discussions at Council

- Bring a fair and open minded view to all discussions and seek to ensure that all decisions made are in Unlock Democracy's best interests
- Provide an explanation for any absence from a meeting to the Chair
- Treat fellow Council members with respect and look to hear and understand their views
- Challenge others' stances constructively, engaging with the substance of the issue
- Act jointly and accept collective decision making
- Raise any concerns regarding a member or members of Council or staff with the Chair(s) or Director as appropriate

Working with the staff team

- Display respect, patience and understanding towards the staff team to ensure Council helps maintain a positive working environment
- Hold the Director to account for their performance against the strategic aims of the elected Council
- Understand and accept the scope of authority delegated to the Director, the role of Council and how the two differ
- Refrain from criticising the performance of an individual staff member at a Council meeting, instead raising concerns with the Director where necessary or with the Chair(s) if it is about the Director.
- Avoid undermining the Director or staff team by word or action

Members of Unlock Democracy Council must:

- Reflect the values of Unlock Democracy, the political culture Unlock Democracy seeks to create and the belief in equal opportunities. In particular Council members should not partake in any racist, sexist, homophobic or otherwise discriminatory, abusive or grossly offensive behaviour.
- Keep confidential and in compliance with GDPR any sensitive information or material provided to Council

Council members are expected to honour the content and spirit of this code.

I understand that if I fail to abide by this code of conduct I may be asked to resign by the Council.

Signed

Name

Date