

Camberwell and District Allotment Society (CDAS)

Grange Lane Values and Code of Conduct

(For Members and Helpers)

For Approval at the AGM 7 November 2021

Introduction

We all want our time and work at Grange Lane allotments to be enjoyable, enriching and give us the opportunity to grow - in all senses of the word!

We believe that all allotment holders have a right to work in an environment that is safe, inclusive and where all of us feel respected, valued, listened to, and where there is a shared sense of belonging.

Allotment life is about forging lasting friendships around a shared interest, where co-operation and exchange of knowledge is key to successful growing and enjoyment of your time on your allotment. We hope you enjoy being a member of the community that is Grange Lane Allotments.

All plot holders and helpers are expected to work towards the good of both the Society and the allotment site in general. They should respect and comply with the Rules and Regulations, the terms of the Tenancy Agreement with Dulwich Estate, and respect the guidance of the Committee on these matters.

This Code of Conduct defines how people should act on a day-to-day basis. It reflects daily activities and operations, our core values, and the overall culture of the allotment society and Grange Lane in particular.

1. Inclusivity - We are welcoming and friendly to all plot holders and visitors.

We welcome and support people of all backgrounds and identities. This includes members of any race, ethnicity, culture, national origin, social and economic class, educational level, sexual orientation, age, political belief, religion, and mental and physical ability.

2. Consideration - We show consideration to others.

We all depend on each other to create a welcoming, enjoyable, and supportive allotment site. Your actions affect fellow members so please take the consequences of your actions into account when making decisions.

3. Responsibility – We take responsibility for our actions.

We take responsibility for our own behaviour and its impact on others, as well as the behaviour and actions of those for whom we are responsible. This includes helpers, children, dogs and any friends or visitors to the allotments.

The Committee is responsible for ensuring that the Code of Conduct, Rules and Regulations and terms of the Tenancy Agreement are adhered to. Line Managers or Committee members should be the first point of contact for any allotment-related issues. The Committee will do its best to resolve the issue. Appeals to the CDAS committee can be made if plot holders are not satisfied with the outcome of Grange Lane Committee interventions.

4. Respect - We respect others.

We will show respect for, and a generous attitude towards, others who may have different points of view and/or backgrounds to our own.

We won't all agree all the time, but disagreement is no excuse for disrespectful behaviour. Avoid creating an environment where people feel uncomfortable or threatened as this is not a productive or creative approach.

Always conduct yourself professionally. Be civil and respectful to others. Do not insult, threaten, or put others down.

Harassment and exclusionary behaviour aren't acceptable. This includes, but is not limited to:

- Behaviour causing a nuisance or offence to fellow members, or to our neighbours
- Behaviour and actions that are detrimental to the smooth running of the site and interests of Grange Lane Allotments
- Discriminatory, abusive, or inflammatory jokes and language (whether in person, by email, or any other forms of communications, including social media)
- Personal insults, including those using racist or sexist terms
- Physical or verbal threats or behaviour intended to intimidate or bully
- Unwelcome sexual attention
- Advocating for, or encouraging, any of the above behaviour

Have due regard for the security and wellbeing of others on the allotments, which includes showing respect for other people's plots and possessions.

What is important is that we resolve disagreements and differing views constructively. We all make mistakes and blaming each other doesn't get us anywhere. We should focus on resolving issues and learning from mistakes.

5. Strength In Diversity - We can all learn from the knowledge, cultures, and practices of others.

Different people have different perspectives. This can be valuable for solving problems and generating new ideas. Being unable to understand why someone holds a viewpoint doesn't mean that they're wrong.

6. Conflict of Interest and Bribery

Members undertake to avoid conflict of interest, particularly when carrying out a committee or supporting role. Members should report any instances where they experience an attempt to bribe, including any fee or reward in kind.

7. Helpers, Friends, Family and Visitors

Plot holders are responsible for the behaviour and actions of anyone visiting or working on their plot. Helpers are not official members of the allotments but are expected to adhere to the same Code of Conduct.

The plot holder must make an active and regular input into the upkeep of the plot, unless they have engaged a helper to support them while they are unwell or not able to work the plot for a short period.

If you are concerned that there are visitors who are not entitled to be on the site, please question them respectfully and, if appropriate, ask them to leave in a polite way.

8. Action and Sanctions

If anyone feels there is an issue or has a grievance about someone else's behaviour which is hard to resolve through a friendly conversation, please follow the guidance below:

- If you feel you have been subject to any behaviour that contravenes the Values and Code of Conduct, please contact your Line Manager or a committee member (details and contacts are on the website). Any breach of the Code of Conduct brought to the attention of the Committee will be investigated. If the problem cannot be resolved by negotiation and is a genuine complaint, a panel of three Committee members will organise a hearing for both sides.
- The Committee has the authority to terminate or suspend the plot holder's tenancy and/or to terminate a helper's status and will follow the normal process of warning and eviction. If the helper has not followed the Code of Conduct, they may not be allowed later to join the waiting list for an allotment with us. This will be at the discretion and judgment of the Committee.
- Appeals may be lodged with the Chairman of CDAS as set out on our website.