

Weybridge Land Charity Code of Conduct

We wish Churchfields Allotments to be a safe, inclusive environment in which all plot holders feel respected, valued and have a shared sense of belonging.

Our 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 Weybridge Land Charity and Churchfields Allotments.

All allotment holders are expected to observe the rules for behaviour set out below:

Allotment holders shall:

1. Work towards the good of both the Charity and Churchfield Allotment site in general, respecting and complying with the Charity's Code of Conduct and the Tenancy Agreement.
2. Have due regard for the security and wellbeing of others in the allotments. This includes; showing respect for other people, their plots and possessions which includes not removing items from another tenant's plot without their permission. This respect applies to all our tenants including attendees at Weybridge Men's Shed and the Clubhouse Project, as well as any contractors, visitors, Charity trustees and their representatives onsite.
3. Show respect towards the Charity, its trustees and its values, in their behaviour both on the allotment site and within the general community through communication and other activities
4. Avoid abusive and inflammatory language and aggression in communication, whether in person, by email, or by any other forms of communication, including social media.
5. Never make physical threats or behave in a manner intended to intimidate or bully another allotment holder or Charity Trustee, or any person on the site.
6. Work with Weybridge Land Charity to ensure harmony at Churchfields Allotments.
7. Report any grievance or complaint immediately and directly to the Chair of the Charity (chair@weybridgecharity.org.uk).

Complaints at Churchfields are extremely rare, but any grievance or complaint should be immediately reported to WLC, so that it can be dealt with in line with our Complaints Procedure.

Any attempt to undermine the Charity, stoke up bad feeling at the allotments or organise events not authorised by the Charity shall be taken very seriously and dealt with in line with the sanctions detailed below. This also applies to any public

criticism of the Charity, including amongst plot holders, whether this be in person, by email or by any other form of communication, including social media.

Sanctions

Any breach of the Code of Conduct brought to the attention of the Trustees will be investigated. If found to have foundation, the Charity has the authority to issue a written warning, suspend or terminate the agreement with the allotment holder in question.

In the normal course of events, the Charity would not terminate a tenancy agreement immediately but would either suspend the plot holder or issue a written warning. Should three written warnings be issued to an allotment holder, termination of the agreement would be immediate.

However, the Charity reserves the right to terminate immediately, should it feel this is the most appropriate course of action. Termination would mean that the allotment in question is returned to the charity immediately. The allotment holder would be given 1 week to remove their belongings, be reimbursed for their most recent payment but would no longer be welcome at Churchfields allotment site.