

Residents BMHC Development Liaison Group (RBDLG) - Code of Conduct

This Code of Conduct sets out the expected standards of conduct and behaviour of all members of the RBDLG, including in meetings and on social media related to RBDLG business to help ensure that all members experience positive and productive discussions.

1. Equal opportunities

As members and officers of RBDLG, we believe everyone should foster tolerance, sensitivity, community spirit, understanding and mutual respect, with various partners and communities.

We shall uphold equalities and will not tolerate discrimination or harassment on the grounds of sex, race (including colour, ethnic or national origin), sexual orientation, mental health, disability, gender identity or reassignment, class, religious or political belief, pregnancy or maternity, marital status or age. We will highlight any form of verbal, behavioural or environmental discrimination or harassment (both intentional and unintentional) which communicate hostile, derogatory, or negative messages towards a person or a group, based on an aspect of their identity.

This Code of Conduct pays particular attention to the potential for conscious or unconscious racist behaviour, including Islamophobia, to occur in communications within a multi-racial residents' group and between this group and the British Muslim Heritage Centre. It therefore asks RBDLG members to be aware of this risk in their conduct, and of the risk that such conscious or unconscious racist behaviour may be perceived to occur.

It is recognised that while individual members may have diverse political commitments, the group is not politically aligned with any formally established political party.

2. Behaviour during RBDLG meetings

You must agree to abide by the Code of Conduct and act in a manner that supports equal opportunities for all.

In contributing to the meeting, we all have a moral and legal responsibility to ensure that we are welcoming to people of all backgrounds at all levels. We are committed to creating an inclusive environment where people are able to be heard and give of their best.

As a member you must:

- address the meeting via the Chair
- allow everyone to take part without interruption or intimidation
- treat the contributions of others with respect
- not act or speak in a way that may be perceived as bullying, abusive, discriminatory or derogatory
- declare any private interests in the matters discussed
- not disclose anything declared as confidential by the Chair, outside of meetings
- respect the ruling of the Chair

The Chair of a meeting is allowed to set a time limit on individual contribution.

3. Majority Decisions

If a decision is voted on and agreed by a majority of those present at a properly constituted meeting and you cannot support the decision, your membership of the RBDLG will only be at risk of being terminated if you fail to act in accordance with this Code of Conduct and/or publicly express opposition to the detriment of the reputation and good standing of the RBDLG.

Within any constraints imposed by the decisions already made, reasonable argument and debate, conducted in a fair way and in accordance with this Code of Conduct, will be encouraged.

Further details are set out in the [Constitution](#).

4. Confidentiality

If you are found to have disclosed confidential information your membership may be terminated.

5. Breaches of the Code of Conduct

If you do not comply with the Code of Conduct during meetings, the Chair will ask you to leave the meeting. If you are excluded from a meeting because of your behaviour, you will only be allowed to return to future meetings if you agree to abide by this Code of Conduct.

Anyone behaving in an offensive way or breaking the Code of Conduct may be asked not to attend further meetings or to resign from the group if an apology is not given or the behaviour is repeated. In this case, their membership will be terminated.