



## **Members' Code of Conduct**

### **Black Mount Community Development Trust**

Black Mount Community Development Trust (BMCCT) is built on the values of trust, respect, inclusion and working together for the good of our community. This Code of Conduct sets out how we aim to create a positive and welcoming environment for all members, and ensure the smooth running of the Trust's activities.

By joining as a member, you're helping shape the future of our local area—and we ask everyone to support this shared purpose by following the principles below.

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#### **1. Act in the Spirit of the Trust**

We ask all members to act in line with the Trust's charitable aims, our constitution, and relevant Scottish law. Decisions should be guided by what's best for the community as a whole, not just individual interests.

#### **2. Respect Others and Promote Inclusion**

We're proud to be an inclusive community. Everyone should feel safe, heard, and valued. We do not tolerate any form of discrimination, including sexism, misogyny, racism or other disrespectful behaviour.

Let's work together to create an environment where people of all backgrounds and identities feel welcomed and encouraged to take part.

#### **3. Communicate with Kindness and Care**

We know that passionate discussion is part of community life—but it should always be respectful. Disagreements are natural, but personal attacks, persistent criticism, or unkind behaviour can damage trust and discourage involvement.

Please aim to listen well, speak thoughtfully, and be generous in conversation.

#### **4. Take a Positive, Constructive Approach**

We value open and honest feedback, but we ask that concerns or questions—especially around Trust operations or finances—are raised in a fair, proportionate and respectful way.

Repeated or excessive demands, accusations, or challenges that appear to be made in bad faith or with the intention to disrupt may be considered a breach of this Code.

#### **5. Respect the Work of Volunteers and Trustees**

Much of what the Trust does is made possible by volunteers giving their time and energy. Members are encouraged to support, not undermine, the work of others—especially when decisions are made collectively or through democratic processes.

Please also respect the boundaries and roles in place, and the time people are giving.

#### **6. Keep Things Confidential When Needed**

Occasionally, you may come across sensitive or private information relating to individuals or Trust matters. We ask that you treat this with care and don't share it unless given permission or required by law.

#### **7. Contribute in a Way That Works for You**

We welcome all kinds of participation—whether it's attending meetings, supporting projects, sharing ideas, or simply staying informed. Every bit of involvement helps build a stronger Trust.

If you're unable to attend meetings regularly, please feel free to stay in touch in other ways—we appreciate all forms of engagement.

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### **When Things Go Wrong**

If concerns arise about a member's conduct, they'll be handled thoughtfully, fairly and with discretion. However, in serious or repeated cases of behaviour that goes against this Code, the Trust may take further steps—this could include:

- A quiet word or informal resolution
- A written warning or temporary suspension

- Removal from membership, in line with our governing document

These actions are always a last resort—we'd far rather work things through together.

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**Above all, this Code is about helping us maintain a community space where people feel respected, encouraged, and motivated to make a positive difference. Thank you for being part of that.**