



BATTLEFIELDS TRUST - MEMBER CODE OF CONDUCT

1. Context

Members lie at the heart of the Trust as it is through the collective efforts of the membership that its objectives for the protection, preservation and interpretation of battlefields are realised and its activities are sustained, organised and run. In sharing their commitment to the Trust's objectives, members contribute in many different ways to its success by:-

- Maintaining an interest in the Trust's activities and participating in them
- Acting as the Trust's eyes and ears in alerting the Trust to battlefield threats
- Committing time and energy as volunteers, organising and running trust activities and the underlying support functions.
- Putting their skills, knowledge and expertise at the disposal of the Trust
- Ensuring, through regular payment of subscriptions, a financial base for Trust operations
- When elected as Trustees, taking on the duties and responsibilities of managing the Trust on behalf of its members

Whilst membership of the Trust involves formal rights and obligations as set out in the Trust's Governing Document* (such as attending Annual General Meetings or paying subscriptions) the Board of Trustees may also establish working rules for the Trust and has agreed other codes of conduct for Trustees and Officers. This Code of Conduct applies to all Trust members and sets out the Trust's values and its expectations of its members so that it can operate effectively to support battlefield heritage.

2. Trust values

The Trust encourages an organisation that is open, collaborative and inclusive and a membership that reflects a diverse range of interests and perspectives working together towards the protection, preservation and interpretation of battlefield heritage.

In pursuing these shared objectives, the Trust operates on the basis that its members will:-

- Act in good faith in support of the Trust's objectives and its overall best interests
- Observe the values of the Trust
- Abide by the rules, policies and decisions of the Trust

To promote an environment that enables the Trust to operate to maximum effect, the Trust also understands that its members will observe and act by the following principles :-

Working together

The Trust wishes to foster an environment where members can freely exchange views and ideas and work together in support of the Trust. Recognising that on occasions views and approaches may differ strongly, the Trust expects that its members will show tolerance, fairness and respect in their dealings with each other and conduct themselves in a civil manner and with regard to the best interests of the Trust overall.

Charitable status

As a charity which is accountable for providing a public benefit, members should not seek to obtain any personal gain or advantage from the Trust (except where it is permitted in the Governing Document or has otherwise been specifically authorised) and should draw attention to any instances where a conflict of interest may exist.

Communications

Although individual members are not in a position to formally represent the Trust unless authorised to do so, they are asked to consider the Trust's best interests and reputational standing when communicating about it to the outside world or through social and other public media.

Use of Trust Property

Beyond use in connection with recognised Trust activities, members should not make use of Trust property for personal advantage without permission. This includes making use of intellectual property such as the Trust's published material or its logo. However, Members may use the unaltered logo to identify personally as Trust members, for instance on their social media page, provided it is in a context that upholds the Trust's reputation. The Trust does not allow personal use of the logo in a way that would be misleading, for instance to imply a position of authority to speak or act on behalf of the Trust or as a mark of the Trust's endorsement.

Complaints and disputes

The Trust welcomes feedback from its members and encourages input on how its activities are run through occasional member surveys.

The Trust would wish to see any concerns or disagreements between members and the Trust or between individual members resolved informally, mutually and constructively and as swiftly as possible.

The Trust's complaints procedure * offers a means of dealing with any issues that become substantial or intractable.

3. Implementation of the Code

The Code serves to clarify and underline the behaviours that allow the Trust to operate effectively as a member-based organisation.

In the case of serious breaches of the Code, the Trust's governing document permits Trustees to remove a member from membership if it is decided that it would be in the best interests of the charity (subject to the member's right to make representations). Trustees will consider this course of action or other sanctions in exceptional cases where serious breaches of the code would:-

- Jeopardise the Trust, its reputation or its ability to function effectively
- Be harmful to the rights of other members to exercise their member rights or to enjoy the benefits of membership.

Examples are:-

Dishonesty (e.g. theft, fraud) or misuse of the Trust's property or name

Discrimination or harassment of any kind

Bullying or victimisation including physical, verbal or cyber abuse

Physical or sexual assault

Wilful damage to Trust property

Reckless behaviour putting the Trust or other members at risk

Bringing the Trust into disrepute or causing serious damage to its reputation

*these documents are available on the Trust website.

Board of Trustees 30th April 2022