



# Bullion Hall Code of Conduct

We want Bullion Hall to be a safe, friendly and welcoming place to visit; a place where you can have fun, meet with friends, pursue hobbies and interests, learn new skills and connect with others.

Because Bullion Hall is a place for the whole community, everyone who comes here will each have their own unique life experiences, some of which may be quite unlike your own.

The Bullion Hall Code of Conduct is about how we respect and value each other and the different ideas and experiences we each may have.

So that everyone who comes to Bullion Hall can enjoy the time they spend here, we ask you:

- To respect the opinions of others unless those views, words or actions discriminate, stigmatize or disempower others.
- Not to swear or use discriminatory language (for example, language that is racist or homophobic or derogatory of someone else physical or mental condition)
- Not to be physically or verbally aggressive to others in the groups or classes you participate in, or to Bullion Hall staff or volunteers.
- Not to touch, hug or grab people without their permission.
- Not to bring drugs or alcohol into Bullion Hall or consume drugs or alcohol on these premises or to come to Bullion Hall if you have used them recently.
- If our staff believe that you are under the influence of drugs or alcohol – you will be asked to leave. Please note that staff may base their decision on whether you smell of cannabis, other drugs or alcohol.
- Remember that there are moments when everyone experiences difficulties and at these times may need kindness and understanding.
- Respect confidentiality and do not share private conversations or incidents unless you have their permission to do so or you believe another person may be at risk.

- Not to take property that belongs to Bullion Hall, to a tutor or instructor delivering activities at Bullion Hall or from anyone else using Bullion Hall.
- Not to cause damage to property belonging to Bullion Hall, tutors or instructors or to other groups storing equipment at Bullion Hall
- Not to use our computers or tablets, or to use your own devices while at Bullion Hall, to view inappropriate material, download illegal content or use social media inappropriately

If you have concerns about the behaviour of someone and believe that their actions or speech doesn't follow the Code of Conduct, please let a member of staff know. Anyone not following the Code of Conduct will, in the first instance, be asked to meet with our Chief Officer or Community Development Worker.

The purpose of the meeting will be to explain the purpose of the Code of Conduct and why we have the Code. We hope that this will be enough to resolve any issues. However, if anyone persistently ignores the code, we will have no option but to ask them to stop coming to Bullion Hall.

We will review the Code of Conduct regularly and we welcome your comments or questions about the Code and how it is working in practice.

If you have any comments or questions about the Code of Conduct you can contact Martin Gollan, the Community Development Worker on 07762 905 440 or email [martin@bullionhall.com](mailto:martin@bullionhall.com)

