**Kinross and District Men’s Shed Policy** **– Members Code of Conduct July 2018**

Kinross and District Men’s Shed (KDMS) is a community-based, non-profit, non-commercial organisation accessible to all men and women, providing a safe, friendly environment where men and women are able to work on meaningful projects at their own pace in their own time in the company of other men.

**Member’s Code of Conduct**:
The KDMS Code of Conduct is designed to focus on particular values of the KDMS that are central to its integrity. The KDMS believes that it is important to create a solid foundation of guiding principles. The KDMS wants any new Member to feel comfortable in the knowledge of having a safe, mutually respectful and welcoming shed protected by the KDMS Constitution and this Code of Conduct to create a healthy, sustainable and strong shed for all Members to benefit from and enjoy for many years to come.

**Purpose of the KDMS**:
The “Purpose” of the Organisation is to provide recreational facilities and advance the social needs, health and well- being of (primarily) men of all ages and backgrounds in the Kinross and District areas by:
● Creating, developing and maintaining a facility, namely a Men’s Shed.
● Offering opportunities for (primarily) men in the Kinross and District area, and beyond, to meet and undertake creative, physical, purposeful and recreational activities of their choice.
● Reducing isolation of men in the area thus contributing to their physical and mental well being.
● Primarily but not exclusively developing the capacity of men in the Kinross and district area and beyond, to share their skills and knowledge with others in the community. Women are also welcome on an equal basis.
● Ensuring that all Members of the Organisation are treated equally with mutual respect and support to realise his or her own abilities, to work safely and productively and, if desired, be able to make a contribution to his or her community.

**The KDMS will achieve this by**:
● Maintaining an open door policy and not reject any person on the basis of race, disability, religion or age although some special conditions may apply. Certain restrictions may be placed on participation for physical safety reasons or in if a member requires the assistance of a carer (must be provided by the participant) or be deemed a prohibited person. ●Acting in the best interests of the shed and not pursue personal agendas – think collectively through a democratic process, not individually.
● Providing a safe physical environment.
● Providing a safe and supportive social environment.
● Respecting the rights and decisions of members.
● Respect the confidentiality and privacy of members.

**The environment in the KDMS**:
● The KDMS has a zero tolerance of abuse, bullying, violence, anti-social behaviour, dishonesty or infringements of the rights of others. Persons indulging in this type of behaviour will be subject to disciplinary action.
● Members are expected to conduct themselves in a courteous manner towards Supervisors, Committee members, key stakeholders and other users of the KDMS. This includes being considerate of other persons need for space, tools, materials and equipment.
● In the event of conflict, KDMS will have in place formal policies and procedures that outline the courses of action to follow.

**KDMS members are expected**:
● To remain consistent to the definition and purpose of the KDMS given above.
● Not compete on a commercial basis with local industries in the production of products for sale.
● Not bring into disrepute the membership of the KDMS, any other Men’s Shed or the Scottish Mens Shed Association. ● Maintain that an operational shed is open for the use of its members as often as the membership requests and is physically, financially and logistically able to be delivered.
● To the best of the sheds management’s ability, meets the identified and justified needs
of the shed membership.
● Comply with all local and legal legislations that may apply to the operation of a shed.

**Membership Responsibilities** - The KDMS members are responsible for:
●The internal management of their shed and a good relationship with an auspice or sponsor organisations.
●Striving for financial independence and sustainability.
●Delivering effective management of shed’s Health and Safety, whether bound by Health and Safety Acts and common law ‘Duty of Care’.
●Maintaining a balance between shed member’s projects, projects for the shed and projects and other support to the wider community.
●Ensuring that, when attending any event and sharing KDMS space or space provided by another organisation, all members behave in a manner that is suited to the occasion e.g. when families with children present, invited officials or people of influence present, thereby maintaining KDMS’ reputation as a Men’s Shed within the community and beyond.