Code of Conduct

For Volunteers, Trustees and Staff

WinACC's expectation for volunteers, trustees and staff is that we work together positively and courteously with others to reduce carbon emissions in Winchester district.

Everything we do is underpinned by social and environmental justice for all and our concern for both present and future generations being able to meet their own needs. We seek to create positive change to tackle climate change and create exciting new low-carbon opportunities. We believe that meeting the challenges posed by climate change can lead to a better quality of life for all.

Our Values:

Trustworthiness & Integrity

Positivity, Innovation & Optimism

Respect & Inclusivity

Factfulness (a world view based on facts through science & data; attributed to Prof. Hans Rosling)

Partnership & Courtesy

Communality

*Leadership in Climate Emergency & Environmental Behaviour**

***See Appendix 1 for Examples in Practice

Our Code of Conduct

This sets out the basic principles of how everyone involved in WinACC should work together, in a spirit of mutual respect and understanding. Volunteers, staff, and trustees will:

1. Act as ambassadors for WinACC and the Climate Emergency
2. Be willing to devote time and effort to the charity and to work collaboratively towards delivering our strategic aims
3. Observe and uphold all our values
4. Be articulate communicators and good listeners
5. Seek constructive debate and dialogue, negating confrontation
6. Help to make WinACC an enjoyable environment in which to work, volunteer or encounter.

Appendix 1 – Examples of Values in Practice

Trustworthiness & Integrity

Members of the WinACC community should find it easy to trust each other, and behave in a way that builds on this trust. The Board of Trustees should provide direction that is sufficiently accessible, transparent and accountable, so that the whole community feels happy to respond in a relevant, timely and appropriate way.

Positivity, Innovation & Optimism

Members should behave in a positive non-violent, non-aggressive way. There is no place for anger or violence. WinACC will not have all the answers but set out a positive vision of the world for us to enjoy and constantly show how its successes are making an impact. Work determinedly and relentlessly for change; not giving up on its goals, or the people with which it works and take a brave approach to difficult or unpopular challenges. Maintain a deep desire to secure a strong future for people and the environment.

Respect & Inclusivity

Respect for the environment, for WinACC's values and for all people. This includes valuing each other's time, privacy, opinions, and personal space. Every team member should feel included and must not be discriminated against for reasons of age, disability, gender, relationship status, pregnancy and maternity, race, religion and belief, sex and sexual orientation or form of employment or occupation. Work to achieve socially just solutions to environmental problems, in an inclusive and accessible way, and in a spirit of friendship with colleagues and partners, at home and globally.

Factfulness *(a world view based on facts through science & data)*

Factual information and science underpin rigorous evidence for everything that is done in WinACC's name.

Partnership & Courtesy

Every member should feel part of the team and should feel safe in the WinACC environment, both in terms of safe working and not feeling intimidated, bullied, victimised, sexually pressured or harassed – whether through word or action. This includes not being under the influence of drugs or alcohol when representing WinACC. Ensure the well-being of others through taking care of each other, supporting each other, being honest with each other and being open to others' needs.

Communality

Working with local groups and frontline communities, as WinACC has a track record of influence and practical solutions that bring about change. WinACC is passionate about nature and passionate about people's experience of nature and inspires people to act in ways which benefit the natural world.

Collaboration

WinACC works with individuals, organisations and communities to deliver value to the environment, to people, to wildlife and to the economy in its widest sense.

Leadership in Climate Emergency & Environmental Behaviour

Reducing emissions of greenhouse gases and protecting the environment is why WinACC is here, so it leads by example. This involves avoiding waste (including food waste), using ethical products, minimising use of fossil fuels for energy and transport, leaving no trace, not littering, but recycling, regenerating, and reusing.

Approved by WinACC Trustees and came into effect on 11 August 2020.