Code of Conduct

The safety and well-being of our Trustees, Members and Volunteers is of the utmost importance to TreeLink Stirling and we set high standards of behaviour that we expect all participants in TreeLink activities adhere to.

As a Trustee, Member or volunteer with TreeLink Stirling we agree toensure all communication, including verbal, written and digital is respectful and courteoustreat each other with fairness, equality, dignity and respectact with honesty, integrity and in compliance with TreeLink Stirling policies.

TreeLink Stirling will not accept behaviour which is offensive, rude, intimidating, demeaning or threatening.

Breach of Code of Conduct

If you feel a breach of our code of conduct has occurred and is unable to be resolved directly, contact any trustee you feel is appropriate and are comfortable with and they will aim to resolve any concerns you may have. All matters raised will be handled with consideration and discretion.

If you are unhappy with the response, feel unable to approach a trustee directly, or wish to raise a formal grievance against an individual associated with TreeLink Stirling then email TreeLink Stirling and request an opportunity for a confidential discussion with the chair or vice chair.
Email: enquiries@treelinkstirling.org

TreeLink will respond to you within 10 working days and will handle your concern in accordance with our **Comments and Complaints Procedure.**

Response to unacceptable behaviour:

In the event of unacceptable behaviour from any Trustee, Member or Volunteer we would remind them of the expectations under this code of conduct and ask them to moderate their behaviour. If this can be achieved, the person will be welcome to continue in their capacity with TreeLink Stirling.

If an individual continues to violate our code of conduct or if anyone behaves in a way to commit serious misconduct, including physical or verbal aggression, theft or harassment they will be asked to leave TreeLink Stirling. We reserve the right to contact the Police should it be necessary to do so.

What if I'm not satisfied with the response?

If you have raised a concern and are unhappy with the response you received or with the way your concern has been handled, you can email TreeLink Stirling to appeal to the Board of Trustees setting out your concerns and the reasons for your appeal. The full board will then reconsider the matter. The decision of the Board of Trustees is final.

Responsibility for the monitoring and review of this code of conduct lies with the Chair of Trustees.

Review date: March 2028