



Purpose and Code of Conduct

Purpose of 'The Men's Shed' and its Definition:

- A Men's Shed is a community-based, non-profit charity, accessible to all men, providing a safe, friendly, and healing environment where members can work on meaningful projects at their own pace in their own time in the company of other men.
- To provide a supportive environment for men to gather, socialise, volunteer, work, teach, learn, and seek fellowship.
- To promote and stabilise the mental, physical, emotional, and economic wellbeing of men in our community.

To achieve this, our Men's Shed will:

- Maintain an open-door policy and welcome any man over 18 years of age or older to attend the Shed. Certain restrictions may be placed on participation for physical safety reasons or if a member requires the assistance of a carer, then they must provide one.
- Act in the best interests of the Shed and not pursue personal agendas – think collectively through a democratic process, not individually.
- Provide a safe physical environment.
- Provide a safe and supportive social environment while respecting each other's needs for privacy.
- Be able to guide members to other services or agencies when appropriate or requested without offering medical advice or views.
- Respect the rights, opinions, and decisions of members.
- Show respect to all visitors to the Shed at all times.
- Respect the confidentiality and privacy of members.

The environment and code of conduct in 'The Men's Shed':

- We are committed to fostering a safe and inclusive environment for all members. We do not tolerate any form of abusive behaviour such as bullying, violence, anti-social behaviour, or infringements of the rights of others. We believe in treating each other with respect, kindness, and empathy, and we encourage open communication to address concerns of abusive behaviour promptly to seek reconciliation and understanding. Together, we can create a space where everyone feels valued and supported in their pursuit of personal growth and camaraderie.
- Members are expected to conduct themselves in a courteous manner towards Key Holders, Committee members, key stakeholders, and other users of 'The Men's Shed'. This includes being considerate of other persons need for their personal space.
- In the event of any disputes will be considered and determined by the elected Shed Committee, as per the Sunday Men's Shed's Constitution and complaints procedure (yet to be written!!).

Communal Interactions:

General:

The Men's Shed is a space for camaraderie and the pursuit of shared and personal interests in a convivial atmosphere. Members are encouraged to focus on the activities, projects, and discussions related to the Men's Shed community in a spirit of good humour, good will, and trust. We aim to provide a supportive and inclusive environment where diverse backgrounds, experiences, and beliefs are to be expected and where the physical and mental health of fellow Members is to be accepted and respected.

Conversation and Boundaries:

Our aim is to foster an environment of support and understanding. Members should feel free to engage in open considerate discussions but avoid prying into personal matters unless a member willingly shares such information. If a question goes unanswered, respect that without further inquiry.

Confidentiality:

Members are expected to maintain confidentiality regarding personal information shared during conversations or activities. We trust each other to keep what is shared in the Shed confidential.

Reporting concerns:

If a member feels their privacy has been violated or encounters what they consider to be inappropriate behaviour from a fellow Member which they cannot resolve on a one-to-one basis they are encouraged to speak with a Keyholder in the first instance and/or to a Committee Member and if the issue remains unresolved to raise it at a Shed Meeting.

Safeguarding Policy:

Here are the highlights from our Safeguarding Policy -Please see the main policy for more information and procedures:

Sunday's MS believes everyone has the right to live free from abuse or neglect regardless of age, ability or disability, sex, race, religion, ethnic origin, sexual orientation, marital or gender status and expects all its members to act and conduct themselves accordingly to ensure this right is upheld for all members and visitors alike.

Sunday's MS is committed to creating and maintaining a safe and positive environment and an open, listening culture where people feel able to share concerns without fear of retribution and expects all its members & visitors to act accordingly.

Sunday's MS acknowledges that safeguarding is everybody's responsibility and is committed to preventing abuse and neglect through ensuring the welfare of all members / adults.

Sunday's MS recognises that issues over health, well-being, ability, disability and need for care and support can affect a person's resilience. We recognise that some people experience barriers, for example, to communication in raising concerns or seeking help. We recognise that these factors can vary at different points in people's lives. We expect all members to support and encourage individuals not to be held back by any such barriers by listening to them and advocating on their behalf if requested.

Sunday's MS recognises that there is a legal responsibility to safeguard adults who have additional support needs and for protecting those who are unable to take action to protect themselves and will act in accordance with the relevant safeguarding adult legislation and with local statutory safeguarding procedures.

Actions taken by *Sunday's MS* will be consistent with the principles of adult safeguarding ensuring that any action taken is prompt, proportionate and that it includes and respects the voice of the adult concerned.