



Fabian Society code of conduct

Scope: this code of conduct applies to all Fabian Society members and to participants in Fabian Society activities. Agreeing to abide by the code is a condition of membership and part of the terms and conditions of participation in Fabian Society activities and events. The code applies to all activity organised by, or associated with, the Fabian Society; and to relationships between people that take place in the context of their Fabian Society membership or participation in activities. The code also covers conduct not directly associated with the Fabian Society in the case of ‘undermining the society and its reputation’ and ‘automatic disqualification from membership’.

Expectations of all members and visitors	Additional expectations of people holding positions of responsibility and trust (staff, elected representatives, office-holders, volunteers etc)
Protection of children and adults at risk (safeguarding)	
<p>A child is anyone aged under 18. An adult at risk is someone aged 18 or above who may need care and support services, and may not be able to take care of themselves or protect themselves from harm or exploitation.</p> <ul style="list-style-type: none"> • Do not physically, emotionally or sexually abuse, maltreat or exploit a child or an adult at risk, or neglect their basic physical and psychological needs • Report any concern about the safety or wellbeing of a child or adult at risk to a Fabian Society officer or employee • Challenge any behaviour you see that gives you cause for concern • Do not exaggerate or trivialise child abuse or the abuse of adults at risk • Avoid language, gestures and digital communications that are insensitive, derogatory, discriminatory, threatening or sexually suggestive to, or in front of, children or adults at risk (including communication that could be misinterpreted or misunderstood) • Do not encourage or appear to encourage children to drink alcohol or take drugs • Do not engage in any sexual activity or allow a sexual relationship to develop with a child or adult at risk, or any behaviour which might allow a sexual 	<ul style="list-style-type: none"> • Understand and follow the Fabian Society’s procedures for reporting safeguarding concerns and report any concerns to a named safeguarding lead • Ensure allegations or disclosures about abuse by an adult or child are taken seriously and reported, including peer-on-peer abuse by children or young people. Don’t investigate concerns yourself • Do not rely on your reputation or that of the Fabian Society or any position you hold to protect yourself • Do not allow your judgment to be impaired by alcohol or any other substance when acting in a position of trust; or smoke or vape with or in front of children • Value the contributions of children and adults at risk, treat them fairly and avoid favouritism • Do not give or receive large gifts and/or substances such as drugs, alcohol, cigarettes, e-cigarettes to or from a child or vulnerable adult; or take advantage of vulnerability for financial gain for yourself or the society • Plan activities so that they involve more than one other person being present (or are conducted in sight of other people); and are held in suitable venues

<p>relationship to develop</p> <ul style="list-style-type: none"> • Ensure that all contact, interactions and communications (face-to-face and online) with children and adults at risk are appropriate and relevant to the work of the Fabian Society. Communicate in a group not individually whenever possible (face-to-face and online). Only use digital communications where there is a permanent record • Ensure that physical contact with a child or adult at risk is appropriate, necessary and justified. Never touch a child or adult at risk in a way which may be considered indecent 	<p>and locations for children and adults at risk</p> <ul style="list-style-type: none"> • Obtain authorisation from the executive committee before planning any overnight event involving children or adults at risk • Obtain consent from a parent or guardian before photographing or filming children under 16
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Sexual harassment or misconduct

<p>Do not engage in sexual harassment or misconduct</p> <p>Sexual harassment is unwanted behaviour of a sexual nature, that either violates someone's dignity (whether it was intended or not); or creates an intimidating, hostile, degrading, humiliating or offensive environment for them (whether it was intended or not)</p> <p>It includes but is not limited to:</p> <ul style="list-style-type: none"> • Sexual intercourse or engaging in a sexual act without consent, or attempting to do so • Unwanted physical contact, such as hugging, kissing and touching • Unwelcome sexual advances • Making unwanted remarks or gestures of a sexual nature (eg sexual teasing or jokes, suggestive remarks, requests for sexual favours, sexually degrading comments) • Repeatedly following another person without good reason • Staring or leering at someone's body • The display or circulation of pornography, explicit or indecent images • Sharing private sexual materials of another person without consent • Inappropriately showing sexual organs to another person 	<p>Do not exploit any trust, authority or power you have, or your standing or reputation, in the context of sexual conduct</p> <p>Understand and follow the Fabian Society's complaints policy, including reporting any relevant incident or activity you observe or are told about; taking any concerns raised with you seriously and telling potential victims how to raise a concern or make a complaint; don't investigate concerns yourself, unless authorised to do so; respect the confidentiality of the process at all times</p>
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Physical misconduct	
<p>Do not engage in physical misconduct.</p> <p>Physical misconduct includes: punching, kicking, slapping, pulling hair, biting, pushing, shoving</p>	<p>Understand and follow the Fabian Society’s complaints policy, including reporting any relevant incident or activity you observe or are told about; taking any concerns raised with you seriously and telling potential victims how to raise a concern or make a complaint; don’t investigate concerns yourself, unless authorised to do so; respect the confidentiality of the process at all times</p>
Bullying	
<p>Do not bully anyone else</p> <p>Bullying is unwanted behaviour by a person or group that is: either offensive, intimidating, malicious or insulting; or an abuse or misuse of power that undermines, humiliates, or causes physical or emotional harm to someone.</p> <p>Bullying may be a regular pattern of behaviour or a one-off incident; it may happen face-to-face, on social media, in emails or calls; it may not always be obvious or noticed by others.</p> <p>Examples of bullying can include:</p> <ul style="list-style-type: none"> • spreading malicious rumours • insulting, ridiculing, threatening or demeaning behaviour (including shouting and sarcastic comments) • consistently putting someone down in front of other people, or sharing criticism that others do not need to know • picking on someone or setting them up to fail, for example by deliberately giving them a heavier workload or constantly criticising them • overbearing or intimidating supervision or other misuse of authority or power • making threats without foundation, for example regarding future prospects or opportunities • deliberately excluding someone from activities or communications without good reason • preventing someone from progressing and taking-up opportunities • consistently undermining the authority of someone in a position of responsibility (‘upward bullying’) • putting humiliating, offensive or threatening comments or photos on social media 	<p>Do not exploit any trust, authority or power you have, or your standing or reputation</p> <p>Understand and follow the Fabian Society’s complaints policy, including reporting any relevant incident or activity you observe or are told about; taking any concerns raised with you seriously and telling potential victims how to raise a concern or make a complaint; don’t investigate concerns yourself, unless authorised to do so; respect the confidentiality of the process at all times</p>

Harassment and discrimination

Do not harass or discriminate against anyone else

Harassment is bullying or unwanted conduct relating to a relevant protected characteristic, which violates an individual's dignity (whether intended or not), or creates an intimidating, hostile, degrading, humiliating or offensive environment for that individual (whether intended or not). The examples of this behaviour are the same as for bullying.

Discrimination is unequal treatment on grounds of a protected characteristic. It includes the expression of prejudice or hatred relating to a protected characteristic.

The protected characteristics in law are: age; disability; gender reassignment; marriage or civil partnership; pregnancy and maternity; race; religion or belief; sex; sexual orientation. For the purposes of this policy socio-economic status is also treated as a protected characteristic.

In identifying harassment and discrimination we will take note of guidance from statutory bodies such as the Equality and Human Rights Commission and ACAS, and from widely accepted non-statutory sources (eg the IHRA definition of antisemitism, Runnymede Trust definition of Islamophobia).

Do not exploit any trust, authority or power you have, or your standing or reputation

Understand and follow the Fabian Society's complaints policy, including reporting any relevant incident or activity you observe or are told about; taking any concerns raised with you seriously and telling potential victims how to raise a concern or make a complaint; don't investigate concerns yourself, unless authorised to do so; respect the confidentiality of the process at all times

Abusive, disruptive, dishonest or unsafe behaviour

Do not engage in abusive, disruptive, dishonest or unsafe behaviour. This includes:

- Acting in an intimidating, hostile or abusive manner
- Using inappropriate language
- Repeatedly contacting another person (by phone, email, text or on social networking sites) against their wishes
- Deceiving the society, members or participants in its activities
- Disrupting or improperly interfering with activities organised by the society or taking place on its premises
- Damaging, misusing or taking property without authorisation
- Causing a health and safety problem
- Causing a risk to privacy or data protection

Behave in a welcoming, fair, pluralist and impartial manner when representing the society or working with fellow members

Challenge unacceptable behaviour (without putting yourself at risk)

Understand and follow the society's health and safety policies and requirements, including by taking care of the health and safety of yourself and others, observing safety rules, reporting any concerns or risks, and co-operating in any safety investigations

Understand and comply with the society's privacy policy, especially if you are given access to personal data controlled by the society

Social media and digital communications

All the standards in this code apply just as much to digital communications as any other form of behaviour

In particular, you must not:

- Make personal attacks, represent others positions in a derogatory way or use insulting language
- Use anonymous accounts or aliases to abuse others
- Share or endorse any social media post that is abusive or discriminatory, or the content of people who persistently engage in abuse or discriminatory behaviour (even if a particular piece of content is unproblematic)
- Disrupt people's ability to engage online (eg trolling, pile-ons, repeated unwelcome mentions)
- Share pornographic, highly sexualised or offensive images
- Breach the privacy of others

You are encouraged to challenge and report unacceptable behaviour (to the society but also to digital platforms and public authorities where relevant).

Understand and follow the Fabian Society's complaints policy, including reporting any relevant incident or activity you observe or are told about; taking any concerns raised with you seriously and telling potential victims how to raise a concern or make a complaint; don't investigate concerns yourself, unless authorised to do so; respect the confidentiality of the process at all times

Undermining the society and its reputation

You must not:

- Commit a serious criminal offence or serious professional malpractice
- Commit a serious breach of the Labour party's disciplinary rules and procedures
- Be a member of an organisation associated with extreme hatred or violence (eg far-right groups)
- Publicly express serious unfounded allegations about the society or initiate legal action against the society (this does not affect your rights with respect to whistleblowing or making complaints in good faith)
- Act in other ways that could bring the whole society into serious disrepute

You must inform the society if you are convicted of a serious crime (eg a custodial sentence); receive a serious sanction from a professional regulator; have a complaint upheld against you by the Labour party; or are a member of an organisation associated with extreme hatred or violence.

You must not

- Make statements or behave in a way that could undermine the reputation of Fabians, especially if you are publicly associated with the society
- Make commitments on behalf of the society without authorisation

You must

- Understand and take account of the society's equality commitments and guidance on selecting contributors, if you are responsible for programming activities
- Understand and comply with the society's brand guidelines and communications policies if you are responsible for any communications on behalf of the society
- Behave with honesty, integrity and high ethical standards while representing the society, and safeguard the resources of the society

Automatic disqualification from membership

You must be eligible to become and remain a member of the society. This means you cannot be:

- Suspended or expelled from Labour party membership
- A member of a political party opposed to the Labour party

Members of other political parties may be associate members of the society, at the discretion of the executive committee.

You must inform the society if you become a member of a political party opposed to the Labour party; or are suspended or expelled from Labour party membership.

Inform the society if you have reason to believe a member or applicant is automatically disqualified from membership.

Fabian Society finance and general purposes committee, April 2022