

Code of Conduct

Policy number	NWR02	Current version	4
Drafted/amended by	Deirdre McCarthy	Approved by Board on	25 March 2026
Owner (role)	Chair	Scheduled review date	September 2026

It is important that members and volunteers read, understand and agree to abide by NWR's code of conduct to ensure an enjoyable and fulfilling experience for themselves and other members.

Members and volunteers must...

- Show kindness and respect to all fellow NWR members, staff, trustees, patrons and volunteers, new and existing.
- Any form of abuse, including bullying, harassment or threatening behaviour will not be tolerated and could lead to the cancellation of membership.
- Any form of discrimination including racism and homophobia will not be tolerated and could lead to cancellation of membership.
- Raise any concerns and complaints around discrimination and bullying immediately with their LO and/or the national office.
- Express their thoughts, comments and personal views in an appropriate and respectful manner.
- Make new members feel welcome and be helpful in answering their questions while they are getting to know NWR.
- Make reasonable adjustments to allow members and volunteers with mobility concerns to attend and take part in meetings. Be aware that not all disabilities are visible.
- Be respectful and tolerant of everyone's opinion even if it differs from your own.
- Understand that unacceptable behaviour will be reported and investigated and may lead to cancellation of membership.

NWR has a Member Grievance Policy and a Member Disciplinary Policy in place should a complaint need to be escalated.

Document version history

Version	Description of changes	Date
1	Listed as v1 in SharePoint Archive, no header or footer	October 2022
2	Listed as v1 in SharePoint Archive, with header and footer	October 2022
3	HOD	September 2025
4	Deirdre McCarthy – No changes to policy. Format changes only	25 March 2026