

Gay Dads Scotland – Code of Conduct for Members

Approved by the Committee: 29th April 2026

1. Purpose

Gay Dads Scotland is a charity supporting gay fathers across Scotland through peer support, social activities, and community engagement. The purpose of this Code of Conduct is to set out the standards of behaviour expected from all members to ensure the charity operates in a safe, respectful, and transparent manner.

2. Standards of Behaviour

All members are expected to:

- Treat fellow members with respect, courtesy, and fairness at all times.
- Use language that is appropriate and inclusive. Offensive, abusive, or aggressive language, including swearing, is not acceptable.
- Respect differences in background, identity, parenting experiences, and personal circumstances.

3. Confidentiality

- Members must respect the privacy of others and maintain confidentiality regarding personal information shared within the group.
- Personal stories, identifying details, or images of members must not be shared externally without explicit consent.

4. Participation at Meetings and Events

- Members should contribute in a constructive manner and allow others to participate.
- Behaviour that disrupts meetings or causes distress to other members may result in intervention by the committee.

5. Safety and Wellbeing

- Members should act responsibly to ensure the safety and wellbeing of themselves and others.
- Members must adhere to any rules or guidance provided by organisers or venues.

6. Representation of the Charity

- Only those authorised by the committee may speak publicly or represent Gay Dads Scotland in media, online platforms, or public communications.
- Members' personal views must not be presented as the views of the charity.

7. Online Conduct

- The standards outlined above apply to online interactions, including social media, messaging groups, and email communications.
- Members must not share inappropriate, offensive, or harmful content online.

8. Reporting and Management of Concerns

- Members who witness or experience behaviour that breaches this Code are encouraged to report it to the committee.
- The committee will investigate concerns fairly and proportionately, which may include:
 - Informal discussion or reminder of the Code
 - Formal warning
 - Temporary suspension of membership
 - Termination of membership in serious cases

9. Compliance and Review

- Compliance with this Code is a condition of membership.
- This Code will be reviewed periodically by the committee to ensure it reflects current best practice in charity governance and the needs of the organisation.

Adopted by the Committee: 29/04/2026

Next Review Due: 2026 AGM and annually at the AGM thereafter