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## **Our Shared Commitment: Expected Behaviours at BVSC**

At Bexley Voluntary Service Council (BVSC), we aim to create welcoming, respectful and inclusive spaces for everyone who engages with us—whether you're attending an event, workshop or forum, joining a training session, or exploring ways to get involved as a volunteer.

To support this, we ask all participants to uphold the following standards of behaviour:

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### **1. Be Respectful and Professional**

- Treat everyone with respect, kindness and courtesy.
  - Be friendly and welcoming in all interactions, whether in person or online.
  - Use professional and appropriate language at all times.
  - Remember that when attending BVSC spaces, you represent our shared community - please present a positive and respectful image.
  - We do not tolerate bullying, harassment, intimidation or discriminatory behaviour of any kind.
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### **2. Respect Boundaries**

- Be mindful that some people you meet may be vulnerable, and act accordingly.
  - Avoid making assumptions or judgments about others' experiences or needs.
  - Do not share or request personal contact details without clear permission.
  - Respect people's personal space and privacy.
  - Never offer or request money or gifts during BVSC activities.
  - Do not use BVSC events or activities to promote personal, political, or religious beliefs.
  - Refrain from distributing materials, fundraising, or attempting to recruit participants into causes unrelated to the event's purpose.
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### **3. Communicate Thoughtfully and Collaboratively**

- Listen actively and speak constructively, even when opinions differ.

- Engage in discussions with openness, integrity and a willingness to learn.
  - Allow space for all voices—avoid dominating conversations.
  - If disagreements arise, handle them with professionalism and respect.
  - If you're unsure about something, please ask—questions are always welcome.
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#### **4. Promote Inclusion and Belonging**

- Value the diversity of backgrounds, experiences and identities in our community.
  - Help foster an inclusive environment where everyone feels welcome and heard.
  - Avoid discriminatory or exclusionary language or behaviour.
  - If you see or experience behaviour that doesn't align with these expectations, speak to a member of the BVSC team.
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#### **5. Take Responsibility for a Positive Experience**

- Participate in a way that supports a positive and safe environment for everyone.
  - Follow any guidance shared at events, workshops or forums.
  - Let us know if you have concerns about someone's wellbeing—we are here to support you.
  - Enjoy your involvement—we hope you leave feeling inspired, informed and connected.
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#### **6. Stay On Purpose**

- Engage in BVSC events, forums, and activities for their intended purpose—to connect, learn, and collaborate.
  - Do not use BVSC spaces to promote personal, political, commercial, or religious agendas.
  - Only share information, resources, or materials that are relevant to the event and have been agreed with BVSC staff.
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## **What Happens If These Expectations Are Not Met**

At BVSC, we are committed to creating a safe, inclusive and respectful environment for everyone. If someone behaves in a way that does not align with our expected standards, we will take appropriate action. This may include:

- A reminder of our behavioural expectations
- A request to change or stop the behaviour
- Being asked to leave an event, meeting, or activity
- Being temporarily or permanently excluded from future BVSC events or activities

In serious cases—such as those involving harassment, discrimination, or threats to safety—we may escalate the matter through formal procedures or report it to relevant authorities.

We do not take these steps lightly, but we have a duty to protect the wellbeing of all participants and staff. These expectations exist to ensure everyone feels safe, valued and able to participate fully.

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