

Worshipful Company of Lightmengers



CONDUCT PROTOCOL

We are a Livery Company. All our Members affirm a Declaration of Allegiance on admission to the fellowship of the Company. To support that Declaration we have developed this Conduct Protocol for Members of the Company, which complements our Values Statement:

'The Company strives to be professional, respectful, and courteous in all its dealings. More specifically, our Values Statement affirms our culture and commitment to as diverse a membership as possible, as follows:

The Company seeks to reflect the best of the history and tradition of the City and its institutions, and prides itself on being a modern organisation too. While it values and honours the best of the past, it also aims to embrace change, and to be forward looking. A vital part of this includes promoting a diverse and inclusive membership.

Our open culture is welcoming. Members, potential members, and their guests should always feel comfortable, valued, and included, irrespective of their background, sex, gender identity, marital status, sexual orientation, race, nationality, ethnic or national origin, religion or belief, age, and disability.

Our core values are integrity, fraternity and charity.'

The values of professionalism, respect and courtesy, together with our Values Statement, also capture what is expected of all of our Members, both Freemen and Liverymen, when they are conducting the affairs of the Company, as well as when participating in our events.

Furthermore, our Members should ensure their guests at Company events are aware of and respect the ethos and values of the Company.

With this in mind, our Members and their guests, as well as our staff should expect to be treated by all Members and their guests with respect and courtesy at all times and feel free to report any concerns about inappropriate behaviour. This includes not harassing, bullying or offending general conduct.

Raising concerns

If, during your membership, you see or hear something that breaks our Conduct Protocol, or makes you feel embarrassed or uncomfortable, please don't just brush it off. You can do something about it and you will be supported by the Master, Wardens and Court of Assistants.

If anyone has any concerns about any other person's behaviour, (whether a Member or a guest of a Member), at a Company event or otherwise in the course of the conducting of the Company's affairs, they should refer the issue promptly to the Clerk in the first instance. If the Clerk is not available, the issue should be raised with one of the Master, the Senior Warden or the Junior Warden.

It will be a matter of judgement for the person with whom the issue is raised to decide the appropriate next steps.

If the issue can legitimately be regarded as minor, it will be flagged with the Member involved to make it plain that such behavior is not tolerated.

If the issue can legitimately be regarded as serious, it will be referred to the Master, the Senior Warden, and the Junior Warden collectively to take an initial decision on suitable action.

The Master and Wardens have ultimate responsibility for taking action in response to a breach of the Code. Remedies will vary, from a sincere but straightforward apology to restrictions on a member's ability to participate in events. The ultimate sanction would be for the Master to ask someone to withdraw from membership. If they refuse, the Master, with the approval of the Court, may instruct the Clerk to delist that person from the Company's register, with no further right of appeal.

Adopted by the Court at the 197th Court meeting on Thursday 30th September 2021