

Code of Conduct

Visitors, Hirers and Other Users of Social Spaces at George Watson's College [Including The Pavilion at Myreside]

1. Aims and Responsibilities

The Governing Council and Principal of George Watson's College are committed to creating and sustaining an environment at the School which welcomes, includes, supports and celebrates pupils and their families, staff and visitors from all backgrounds and an approach which engages with local, national and international partners in a spirit of mutual respect, understanding and solidarity.

The Governing Council and Principal have specific obligations under the Children and Young Persons (Scotland) Act 2014, the Equality Act 2010 and other legislation and regulation to protect children and young people from harm and to protect all staff, pupils and users of the school site from discrimination on the basis of gender, disability, race and religion, sexual orientation, transgender status, age, or marital and civil partnership status.

Organisations associated with the School and the Watsonian Club have a particular responsibility to safeguard the reputation of the School.

The Licensee also has responsibilities under the Licencing Acts.

This Code of Conduct is intended to ensure that the internal and external facilities of the School (including the Myreside Pavilion) can be managed safely, effectively and in line with the School's values and obligations and that all those using the facilities know the standard of conduct and behaviour that is expected at all times.

2. School Values

The four values of George Watson's College help us to understand what this commitment should mean in practice:

Aim High: Everyone should be encouraged and supported to achieve the very best of which they are capable. This means having a positive and proactive attitude to overcoming disadvantage and disability.

Be Kind: Support is unconditional and is available to all.

Join In: We help and encourage everyone to play a full part in our community and we reach out and engage with others to help make communities beyond the school fairer and more inclusive.

Respect All: Everyone has the right to be respected as an individual whoever they are. These four values are the way in which we live out the ancient motto of the School: *Ex Corde Caritas* - Love From the Heart

And its contemporary rendering

Challenge Yourself; Care for Others

3. Who is this Code for?

This Code applies but is not limited to the following: all staff, pupils, former pupils, Watsonian Sports Section members, spectators at all sporting fixtures, event organisers and their guests, members of the public and suppliers. This Code is included as part of our Service Level Agreements, venue contracts, supplier contracts and our general terms and conditions of use of all buildings, sports grounds and other areas of the school estate.

4. Where does this Code apply?

All property owned and managed by George Watson's College, including The Pavilion at Myreside and any use of the School premises for external events and gatherings.

5. Code of Conduct

The following is not an exhaustive list but is the minimum that is expected from ourselves and others. We must all:

- A. **Foster a safe environment** that is free from physical, written, verbal or sexual harassment, violence, bullying or discrimination.

Unacceptable behaviours include:

- Sexually harassing another person with unwanted or unwelcome behaviour;
- Physically or sexually assaulting another person;
- Making derogatory remarks about an individual's body, manner or sexual activities;
- Intimidating, threatening or victimising another person;
- Discriminating against or treating someone less favourably because of their race, gender, gender identity, age, sexual orientation, disability or other personal characteristics.

- B. **Be actively inclusive.**

We do not tolerate words or actions which may reasonably be considered as racist, sexist, ableist, transphobic, homophobic or ageist and will actively challenge discriminatory behaviours and language.

- C. **Not tolerate anti-social or threatening behaviour**

We do not tolerate anti-social and threatening behaviour. Any person who exhibits behaviour that is deemed to be anti-social by any member of staff will be required to leave and sanctions may be put in place to ensure groups or individuals are no longer permitted onto the premises. These behaviours include but are not limited to:

- Nudity
- Urinating in public spaces
- Smoking inside the building or in non designated areas
- Rowdy and intimidating behaviour
- Harassment
- Discrimination
- Abuse of staff
- Vandalism including damage to any part of the building including furniture
- Theft
- Illegal entry
- Use of illegal drugs and substances

Any member of staff on duty may be permitted to ask the security team to remove an anti-social individual or group from the premises or event. Where necessary, Police assistance will be requested.

Threatening behaviour will not be tolerated, at any event taking place on school premises, including licensed premises. Any person who is seen to exhibit threatening behaviour will be asked to leave and procedures will be followed to ensure that sanctions against the group or individual are put in place in order to terminate access.

- D. **Not Tolerate Drunkenness & Excessive Intoxication**

- At no point will a person who exhibits drunken behaviour be permitted to enter the School, The Pavilion at Myreside or any event taking place in any school premises
- Any person who is deemed to be intoxicated on arrival at a licensed premise of the school will be refused entry, details of the person will be captured and recorded as a precaution of the licence
- Any person found to be intoxicated in any licensed premise or other area of the school shall be asked to leave, failure to comply will result in them being removed by the security stewards. Where necessary,

assistance will be requested from the Police to ensure they leave the premises. All persons ejected will have their details captured and an incident report filed

- Any person that is deemed to be intoxicated when requesting service at the bar will be refused service and asked to leave the premises, details of the refusal will be recorded as a precaution of the licence
- Any person that is suspected of purchasing a drink for an individual that has been refused service, or is under the age permitted to drink alcohol, will also be refused service and asked to leave the premises. Details of the refusal will be recorded as a precaution of the licence
- Any member of staff on duty may be permitted to ask the securities steward to remove a drunk person from the premises
- Any person found to have vomited within the licensed premises or event will be offered immediate welfare support and then asked to leave. The cost of additional cleaning will be billed to the event organisers or individual in question.

E. Not Possess unauthorised alcohol

- The sale, consumption and supply of alcohol within all licensed premises and events is strictly controlled and licensed
- All alcoholic beverages consumed in any area of The Pavilion, or other school facility, at any licensed event must have been purchased and supplied by The Pavilion or licensed event unless otherwise agreed and authorised by the School or management of The Pavilion.
- All alcoholic beverages retailed or supplied by The Pavilion and/or licensed event are done so in compliance with legislation, in specific identified measures and in approved vessels
- Any group or individual found within the premises or at a licensed event with unauthorised alcohol will have the product confiscated and be asked to leave. Their details will be captured, an incident report filed and sanctions out in place to terminate access to the premises.

7. What you can expect from us:

1. We will follow and uphold our Code of Conduct in everything we do
2. We will ensure that this Code of Conduct is accessible to all. It will also be available publicly
3. We will take action and operate a zero tolerance policy to any behaviour that is deemed to be in opposition to our expectations. This may involve:
 - Warning the group or individual in question
 - Removing the offender from the event/environment
 - Contacting the police
 - Follow the process and procedure in place following an incident which includes putting sanctions in place to terminate access, where appropriate.

8. Further Action

Hirers who fail to observe and enforce this Code of Conduct will not be allowed to hire the premises in future.

The Watsonian Council has the authority to remove the recognition of any Branch or Section of the Watsonian Club that brings the Club or the School into disrepute and to deprive any individual from the benefits of membership of the Club.