

Conflict Resolution Process

Culpeper Community Garden Association

Agreed by the Trustees: 7th of February, 2024

Review cycle: Every year

Next review due by: 7th of February, 2025

For conflict between members or users of the garden, please follow these guidelines:

1. Before escalating to involve other individuals, garden members and plot holders are encouraged to try to work their issues out between themselves first.
2. Culpeper Community Garden is committed to providing an environment free of Harassment and Bullying. If you witness this or are a victim of it, please refer to our **Harassment and Bullying Policy** for next steps.
3. Culpeper Community Garden is committed to protecting from harm or abuse children and vulnerable adults involved in activities organised by the organisation. If you witness or have concerns about this, please refer to our **Children and Adult Safeguarding Policy and Procedures** for next steps.
4. If the conflict, complaint, or concern relates to plot maintenance or boundaries:
 - a. Raise the issue with the garden workers in person or by emailing <plotmanagement@culpeper.org.uk>
 - b. If you feel the result is unfair, you can then ask for it to be further raised to the Plot Management Sub-Committee at their next meeting. Their decision is final.

For conflicts or complaints regarding staff of Culpeper Garden, please direct them to the Chair, who oversees all Garden staff. The current Chair is Sarah Falconer (sarahf.trustees@culpeper.org.uk).