

Provincial Grand Lodge Of Cornwall
One Organisation – Standards Statement

GRIP



OUR VALUES

Cornish Freemasonry values and respects each member. It is important we all display our values in the way we behave to, and interact with, each other.

While, as Freemasons, we strive for the highest standards, we are also human and human relationships can be fraught with challenges. The Provincial Grand Master hopes this document will provide support and guidance particularly for Brethren who find themselves in conflict with other members.

Senior Brethren, particularly, have a responsibility to embody the behaviours expressed in our ritual; creating a culture where all members are valued, respected, encouraged, and enabled to excel. More experienced members must remember;

“No eminence of situation (should) make us forget that we are Brothers, for he who is placed on the lowest spoke of fortune’s wheel is equally entitled to our regard.”

We all have a responsibility to consider our actions, how these might be influencing situations, and do all we can to improve relationships.

It is important to remember our Masonic values and teachings, those teachings *“Should lead us to shed a tear of sympathy o'er the failings of a brother and to pour the healing balm of consolation into the wounds of the afflicted.”*

WHAT IS UNACCEPTABLE

Any offensive, intimidating, malicious or insulting behaviour or an abuse or misuse of power which aims to (or can be perceived to) undermine, humiliate, or injure someone is unacceptable; the Provincial Grand Lodge of Cornwall will not tolerate such behaviour.

Any unwanted behaviour which affects a person's dignity or can be perceived as demeaning is unacceptable; the Provincial Grand Lodge of Cornwall will not tolerate such behaviour. Examples of this could relate to age, gender (or gender expression), race, disability, religion, sexuality, nationality, or any other personal characteristic.

The Provincial Grand Lodge of Cornwall would also find it unacceptable if a brother is treated in a negative way because they make a complaint, plan to complain or have helped someone else make a complaint.



WHAT IF THESE STANDARDS ARE NOT MET

If you feel comfortable enough, speak to the individual concerned in an informal and relaxed way. They may not know how their behaviour is affecting you.

Rather than saying “*You did x to me!*” try using a phrase like “*The thing you said/did made me feel undermined,*” or similar.

How other Brethren’s actions make you feel is important; recounting the impact those actions had on you is often the key to resolving challenges.

Try to use one or two examples and explain how their behaviour in those instances made you feel. Explain how you would like your relationship to develop and how you think both of you can work together to achieve this.

If you would prefer not to speak to them on your own, consider speaking to your Worshipful Master/First Principal, or other trusted Brother.

Ask them to support you in having that conversation. Remember all Lodge/Chapter Officers are responsible for showing leadership and for supporting all members within their Lodge/Chapter.

Where possible all parties should work with each other to establish the cause of the inappropriate behaviour and work together to find an effective resolution.

If despite all efforts you cannot resolve the situation and the inappropriate behaviour continues after informal attempts to resolve the issue, you may wish to discuss it with your Lodge/Chapter Visiting Officer for further advice and consider whether this is a misconduct issue, and if so, take the proper action.

Your Visiting Officer can help you contact the GRIP Team for confidential information and support. He can provide you with a link to send an online form or with a telephone number to speak privately to a member of the team.

The Grip team will work with you to find a solution to the issue and will do so in the strictest of confidence.

The Cornwall GRIP team will be:

Most Excellent Grand Superintendent
Provincial Grand Master of Cornwall Mark Master Masons
Craft Assistant Provincial Grand Masters

Email address: **support@pglcornwall.org.uk** monitored by the Provincial Office.

WHAT WILL FREEMASONRY DO

The Provincial Grand Lodge of Cornwall will promote open communication, we are always willing to discuss problems, concerns, or misunderstandings. If inappropriate conduct is referred to the Province, we will

- **Treat allegations seriously**
- **Always investigate**
- **Take appropriate action**

We have trained mediators in the Provincial Leadership Team, and, in the most extreme circumstances, the Book of Constitutions allows further action. This is very much a last resort though and should not be seen as a reason to not ask for help and / or raise grievances.

If you feel you do not want to, or feel you cannot follow the routes outlined above, you can also contact the GRIP Team for confidential information and support by sending an email or calling the team.

