



Safer Spaces Agreement

This agreement is written by and from the contributions of members of ESTEEM.

We Aim to make a Space for people which is uplifting for everyone..

We all need to work together as it was created by all of us.

Where everyone can be free from judgement and be themselves.

Where everyone can find respect, warmth and community.

Where we can work on our personal development and be supported by those around us.

Responsibility

- Creating a Safer Space is everyone's responsibility. This means you are responsible for taking steps to help yourself when experiencing stress, anger, anxiety and negativity, so you don't unintentionally pass these feelings to others. Other members will support you, but we encourage practising self care.
- Take a moment to check in with yourself before you come to ESTEEM. How are you feeling? What do you need? What can you do to manage any difficult feelings? Remember your words, actions and behaviour affect other people and their feelings. Think of something you can do to reduce the intensity of any difficult feelings so you can manage to be around others kindly. Staff have one to one time slots to check in if talking to someone would help.
- Book in 30mins to talk > Text ESTEEM mobile, Email the team or Ask a Staff member.
- ESTEEM has a free Counselling Project, ask Staff if you want to access counselling.

Respect

- ESTEEM prides itself on diversity of opinion and we want to create space for people to explore and form their opinions. Inevitably, people's opinions will differ and we ask that, should that situation arise, that you remember:
 - To think about how your conversation might affect others; having different opinions to others is - but inciting prejudice or hate is against the Values of ESTEEM and will be challenged.
 - To make space for others opinions to be heard too,
 - This is an opportunity to engage with the words, ideas, and experiences of others, so listen to the opinion of those around you with this learning in mind. As much as you would want your opinion given space too,
 - Discussion and friendly debate is perfectly acceptable however, we would ask that should you feel that the conversation has escalated or has become an argument that you simply agree to disagree on the subject and
 - Arguments are not only stressful for you but can create a tense environment around you which may make others uncomfortable.

Inclusion

- ESTEEM's values the diversity of humanity and respects that people will have different life experiences. We welcome people of all, class, race, gender identity, sexual orientation, religious

belief. We understand that people's brains and bodies behave differently and can mean we have very different needs. There is a Zero tolerance on any/all discriminatory behaviour or language.

Remember that:

- Difference is amazing
- We're all working on ourselves. We're all perfectly flawed.
- Include people in your conversations :) If someone is by themselves - Have a conversation :)
- Use our conversation starters cheat sheet.
- If anyone's behaviour is making you feel uncomfortable, they may not realise. First assume Positive Intention and calmly let them know that it feels uncomfortable without blame. Let them know what would help. Either yourself or ask another member to support. If they insist on continuing or you don't feel safe to tell them yourself, then let a member of staff know.
- If you see someone's behaviour making others uncomfortable. Support those people by calmly letting that person know. Remember it's people's behaviours that's difficult, labels aren't helpful.

Language

- Swearing and Sexualised language can make people feel uncomfortable. It might not be obvious. Many people associate these words and the environment it creates with past traumatic events. So for that reason, we work together to try refrain from using it while in this space.

Banter

- Like other forms of bullying, casual banter can marginalise, undermine or humiliate those who experience it. Harm can be done even if it wasn't intended. Remember..
- We will be mindful of the types of jokes we make.
- If someone identifies a joke as hurtful or feels victimised by any talk labelled as "Banter" that we respect them enough to no longer engage in that.
- It's just as easy to be funny without it being at somebody's expense!

Anger & Frustration

- In line with the ESTEEM ethos, any abusive/aggressive action/language towards another member, staff or volunteers will not be tolerated and could result in a Pause.

Personal Information

- Please be aware of who and where you are sharing personal information with. ESTEEM can provide space and staff who can help as much as practically possible, should you be experiencing any personal problems. It's important to understand that;
- once this information is shared, you no longer solely control it.
- If you feel comfortable enough, we always encourage you to try and find a quiet space with a member of staff to talk through any issues you may need help with.

Boundaries

- Physical and emotional boundaries are unique to each person.
- Always get explicit verbal consent from someone before touching someone or crossing personal boundaries.
- If someone is upset by your actions, you need to take personal responsibility for this, even if you didn't mean it to harm them.

Substances

- Zero tolerance to drugs or alcohol being brought to the premises. This would result in a Pause.
- If you need to smoke, please smoke outside in the Smoking Area. We wish to protect all non-smokers from the passive effects of smoking.
- If you turn up under the influence of any substance or attend intoxicated, for the safety of the members and staff, you will be asked to leave.
- If you want help with your use of Substances - talk to staff - No Judgement - this info is not passed onto authorities.

Information

- Any personal Information is kept securely and is only accessible by staff who have authorisation.
- This information is held under current GDPR and Data Protection laws.

Care for our things

- Any items brought to ESTEEM are, at all times, at the risk of its owner. If you are using something that is the property of ESTEEM or somebody else, treat it with the utmost care and respect. If anyone is found to be stealing we will ask that it is immediately returned and would result in a Pause.

What is a Pause?

- A Pause is a period of time that you are not allowed to attend ESTEEM Drop-In or other group Activities.
- It is applied if someone's behaviour becomes harmful to other members of ESTEEM or staff and volunteers.
- It is applied at the discretion of staff.
- The Pause is lifted when the person attends a Resolution Meeting with a member of staff and is able to reflect on their behaviour and make a plan to get help with the issue that caused this behaviour.

We don't ban people at ESTEEM.

We believe that everyone should take responsibility for their actions but should be supported to get help for the root cause of this.

If you feel like you cannot abide by this Agreement you should exclude yourself from the space.

People who disregard this Agreement will be spoken to about their behaviour and may be put on a Pause.

<u>Name</u>	<u>Signature</u>	<u>Date</u>

