

## Code of Conduct

- Confidentiality is very important: everything that is said in the group remains in the group – unless there is a safeguarding concern.
- Please respect other peoples' opinions: they might differ from yours, but are equally valid
- If you at all concerned about the wellbeing of another group member, please talk to the coordinator
- Please think carefully about sharing sensitive information or personal details which might affect other peoples' wellbeing
- Buckinghamshire Mind is not responsible for any relationships you might have with one another outside the groups.
- Buckinghamshire Mind will contact your GP or other health professional if they are concerned about your safety or the safety of others
- Any discrimination on the grounds of race, religion, gender, sexual orientation or disability will not be tolerated.
- Anyone under the influence of illegal substances or alcohol will not be permitted to attend the groups.
- We have Health and Safety guidelines in place which everyone needs to agree with.
- Violent, abusive, aggressive or domineering behaviour, including sexual or inappropriate physical contact, emotional abuse of any description, is not acceptable and will be challenged. This includes meet ups organised through individual members as part of Friends in Need and applies to any form of communication e.g., social media, telephone conversations and texts.
- If the code of conduct is not adhered to, the Coordinator will speak to the individual involved, identifying the behaviour and will ask that this be modified accordingly.
- If the behaviour continues, a verbal warning will be given about a potential suspension from the group.
- If the behaviour persists, the person will be suspended from the group for an agreed time frame followed by a return trial period.
- A decision will then be made regarding:
  - a) allowing the person to remain in the group or
  - b) asking the person to leave the group