

Safer Spaces Policy, TCL-POL-002, Rev 0

We aim to foster an environment where everyone feels safe and free from oppression, so we can all effectively participate. By entering any of our spaces, either physical or online, you agree to behave in accordance with this policy (during Changineer events, through Changineer social media, emails or other messages with those involved with the Changineer).

These rules are all of our responsibility, but everyone is also personally responsible for their own behaviour. We are trying to create an environment of mutual empowerment, so do not judge or put each other down. Together we can create a space which is welcoming, engaging and supportive for everyone.

1. We do not accept prejudiced behaviour or comments, including prejudice based on:

- Race
- Age
- Sexual orientation
- Gender or Gender Identity
- Disability status (mental and physical health)
- Ethnicity
- Cultural difference
- Nationality
- Class
- Language ability
- Asylum status
- Religious beliefs
- Political affiliation
- Neurodiversity

You should avoid assuming the opinions and identifications of others.

2. You should communicate respectfully with others in Changineer spaces.

- Try to use people's correct pronouns (she, he, they, etc). If you are not sure of someone's pronoun, don't be afraid to ask; they will usually be grateful you did. If unsure, refer to the person by name, or by the gender neutral pronoun 'they.'
- Try to pronounce people's names correctly. If you are unsure of the correct pronunciation, please ask.
- Be mindful when speaking about potentially psychologically upsetting topics (this may include: climate collapse, biodiversity loss, poverty). Where possible, begin with a warning of the topic you are about to discuss, with enough time for those who may find the topic upsetting to avoid the conversation or leave the room.
- Be aware that using swear words or raising your voice may impact others. If they ask you to stop, please respect their wishes.
- Please respect each other's differences and lifestyle choices and try to be non-judgemental in your conversations.
- Give everyone time and space to speak. Adhere to hand signals in conversations or meetings if they are being used.
- Try to speak clearly and avoid jargon.
- Be aware of your privileges, including less obvious or invisible hierarchies, and try to challenge them. Think about how your words, opinions and feelings are influenced and who they might exclude or harm.

- Keep in mind that aspects of your identity (age, gender, level of experience) might affect the way others respond to you. Make sure you give others a chance to speak if you are speaking a lot in a conversation or meeting.
3. Respect each other's physical and emotional boundaries. Ask before touching. Please listen and change your behaviour if someone tells you that you are making them uncomfortable.
 4. If someone asks not to participate in a task, please respect their decision. We are all responsible for making sure that people don't overstretch themselves.
 5. Some of our events may have 'dry spaces', meaning an alcohol free space. Please respect these areas that may have been implemented for religious or cultural reasons. Respect those who choose not to drink. Negative behaviour caused by alcohol or drugs will not be accepted.
 6. In order to be more accessible for people with eating disorders, we discourage providing food at the centre of a meeting or activity. Please place food on a table to the side, so that people can choose whether to engage with it or not. When advertising events and socials, please try to make it clear in what way and at what times food will be involved. Try to be mindful when discussing topics relating to diet culture.
 8. If someone makes a comment or behaves in a way that goes against this policy, remember "respect the person but challenge their behaviour." Often people are not aware that their behaviour is unwelcome or misunderstood. If you feel able to engage with the issue then a respectful informal discussion can lead to more understanding between you and an agreement that the behaviour will end.
 9. If you do not feel immediately able to engage with someone surrounding an issue or would like more support, please speak to a member of staff.
 10. If you have acted or spoken in a way that goes against this policy, even if unintentionally, someone may bring this up with you. If this happens, listen and reflect on what they are saying even if you think they may be wrong. Don't try to absolve yourself of responsibility. Take this as a learning opportunity.
 11. If someone says or does something to make you feel unsafe, speak to a member of staff, who reserve the right to ask any individual to leave the space right away. At all events, workshops and activities we aim to have a member in charge of carrying out the Safer Spaces Policy.
 12. This policy should serve as guidance in the Changineer relationships with external organisations and the public.
 13. If you have any concerns or comments about the Safer Spaces Policy or would like to discuss an aspect of the Policy, please contact us on: info@thechangineer.co.uk

This Safer Spaces Policy is available to our Stakeholders on request and is displayed within our office and on the website.

Signed by:



Danielle Dale, Director

November 2024