

Online events and virtual training – Code of Conduct

We believe all our programmes should foster ways of working that are inclusive and accessible to everyone who wants to take part regardless of level of experience, gender, race, religion, sexuality, background or education. We want to support everyone to adopt these principles and ensure this virtual space welcomes everyone to learn, share, and experience together.

Our online spaces should be safe for all those using them, and everyone who participates in an online event has a responsibility to help us achieve this. We ask that all attendees, speakers and hosts at our online events and training agree with this code of conduct. We will enforce this code throughout the event and we expect cooperation from all participants to help ensure a safe environment for everyone.

Below are some guiding principles by which we work and encourage others to promote and think about how they can actively put these principles into practice.

Value difference & diversity – coming together in a group means we will meet people with different life experiences, backgrounds, cultures, education, ways of thinking, feeling and communicating. Difference and diversity within groups is one of our greatest strengths. By striving to understand and truly value our difference and diversity within our groups, we will ensure interactions are richer, more inclusive, more rewarding and more innovative.

Practice active listening – listening carefully to one another is the foundation of effective group working. When listening to each other, we strive to understand each other's point of view without judgement or prejudice.

Respect & dignity– we all have a right to be treated with respect and dignity at all times, to feel safe and to feel heard. We will not tolerate discrimination, abuse or harassment of any kind. This includes discrimination on the basis of race, religion, ethnicity, national origin, gender, sexual orientation, or any other reason prohibited by applicable law, and respects individuals right to privacy.

Accessible and inclusive – it is important that everyone feels equally welcome and invited to participate. If you often lead conversations and meetings, consider how you can create a safe and comfortable space for others to contribute by welcoming other points of view and asking others to share their experiences, as well as your own. We also need to be aware of our own different privileges, and be mindful to take a step back so people from underrepresented groups can lead. We aim to ensure all learners including those with physical, visual and hearing impairments are easily able to access resources, information and participate in interactive sessions, both online and offline.

Safe spaces for learning – effective group working means creating spaces for people to learn, question, challenge, make mistakes and be encouraged to try again. We appreciate that we are all learning and practice kindness and compassion for everyone's learning journey including our own.

Participants who display any harassing behaviour will be asked to leave the event immediately, or will be removed from the event by the event organiser. If you witness or experience harassment, please notify the event organiser immediately so that steps can be taken to remove participants.

Event organisers, providers and hosts are also subject to this code.

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