



Respect and responsibilities Policy

It is important that everyone who comes to LWR whether staff, volunteers, participants or people on work experience know that they are safe and respected.

We must all be aware that we are very lucky to have a vast range of people here at LWR. They bring with them many varied life experiences and histories. We have those with experience of severe mental health experiences, war veterans and some people who have come to us through the criminal justice system; we have domestic violence survivors; people who have suffered trauma or life changing accidents and those with learning disabilities and difficulties. Some of which they will want to keep private, some they may want to talk about.

When talking to anyone, please avoid raising sensitive subjects that may be triggers to the people listed above. You won't know who is affected by any of these issues – we all look the same and leave our experiences at the door. Many people come here, to be in a safe space, to forget their experiences. If someone talks to you about some personal experiences, then that is their choice, but don't raise issues that could upset or trigger others.

Please note that anyone with criminal convictions is NOT allowed to talk about their offending history while at Leeds Wood Recycling.

LWR is a safe space to work, volunteer and learn. We believe people should feel happy and confident here, and that they will not be exposed to discrimination, criticism, harassment or any other emotional or physical harm. Everyone working, volunteering or learning at LWR must agree to adhere to our Safer Space Policy.

If you hear ANYONE saying anything that is in any way discriminatory, critical, bullying, could be seen as sexual harassment, or causing any emotional harm you MUST speak out and tell the Safeguarding Officers immediately (Charlie or Sam.) You can also contact the directors immediately at leedswoodrecycling.directors@gmail.com. We promise at LWR to deal with any concerns, sensitively and confidentially. Don't think of telling us as 'snitching' or 'telling tales' – it isn't. It's being honest and caring for your colleagues. We all have a responsibility to keep each other safe and happy.

Please familiarise yourselves with our:

Safer Space Policy

Safeguarding Policy and Procedure