

Ways of Working Safely Policy

At MHLET we are committed to ensuring safety and respect in all our interactions and aim to create inclusive spaces where everyone feels safe, valued, and heard. We follow principles and practices that ensure that every interaction promotes trust, collaboration, and well-being. Together, we aim to create meaningful change.

MHLET values safety, trust, and inclusivity in everything we do. Staff and members apply these principles in the following ways:

1. **Safety and Trust:** We prioritise emotional, physical, and environmental safety for all. Our ways of working ensure transparency and sensitivity in all operations.
2. **Choice, Collaboration, and Connection:** Members have opportunities to choose their level of involvement. We promote collaboration and meaningful connections through respectful engagement.
3. **Accessibility and Inclusion:** Our operations support the diverse strengths and perspectives of members and staff. We celebrate inclusivity and ensure everyone feels valued. Feedback is welcomed and strongly considered.

MHLET staff and members commit to practices that:

- Prioritise emotional and physical safety of all individuals.
- Value contributions from those with lived/living experiences.
- Adhere to strict confidentiality practices.
- Encourage respectful communication and listening.
- Promote inclusivity and respect diverse backgrounds.
- Address any barriers that hinder participation.
- Respect individuals' choices to opt-in or opt-out during discussions.
- Provide clarity and address concerns promptly.

Note: This document should be read in conjunction with the following additional MHLET resources:

- **Sharing Lived Experience:** Respectfully and safely for sharing lived experiences.
- **Conflict Resolution:** Approaching disagreements with respect for diverse viewpoints.