

Endeavour's Easy Words Human Relations Policy

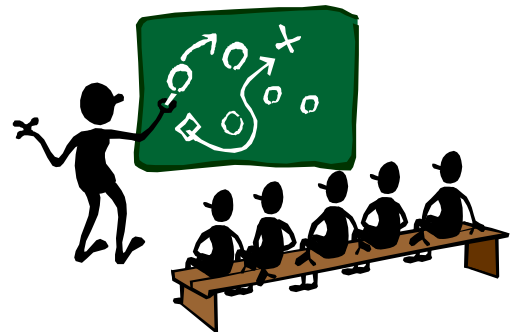
Endeavour believes that:

- All people are important
- Every person is an individual with different wants and needs.
- All people need friends
- People must have the chance to enjoy their own friendships.
- People have the right to be safe.
- People have the right to know about human relations.
- People should have the chance to try the same things as any one else in the community.
- Sometimes people need support [help] to make important decisions about human relations.
- Families are important and can support [help] people when they make decisions.
- Sometimes we won't agree with others and that is okay.
- The person's needs and wishes must be considered in any decisions made about them.

Endeavour's Human Relations Policy says that:

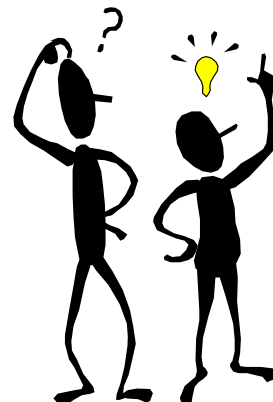
1. We will give people the chance to learn about:

- Being healthy
- Staying safe
- Respecting yourself and others
- Making friends
- Keeping friendships
- Intimate relationships



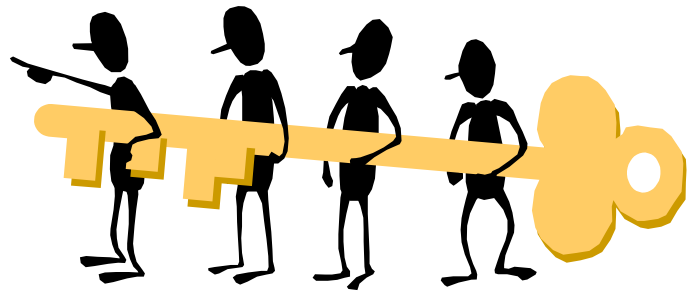
2. We will support [help] people to:

- Make real choices
- Live the lifestyle of their choice
- Make lawful choices
- Understand responsibility



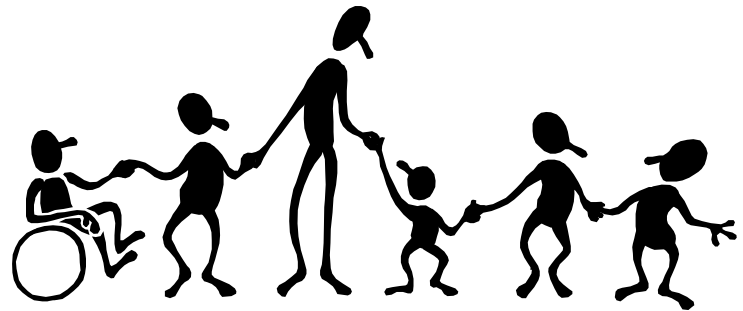
3. We will respect people's privacy

- File notes about people will be kept private
- Personal matters will only be shared with people who need to know this information
- People can look at their own file



4. Staff will show dignity and respect by:

- Involving people and their family in decisions
- Giving people private time
- Being respectful when supporting [helping] people with their personal care needs i.e. dressing, toileting, bathing
- Sometimes people with special training in human relations will help staff and you



5. If people choose to have an intimate or sexual relationship, they will be supported [helped] to make sure that:

- They are safe
- That they are not being taken advantage of
- That they know what they are saying yes to
- That what is being done is within the law
- That they are showing respect for themselves and others, and
- That they understand the importance of privacy

