

# **Code of Conduct**

## **ADHD Aware!**

- Creating a safe space is a priority and the safety of everyone involved is paramount. Abusive and aggressive behaviour will not be tolerated. This behaviour will be challenged. Personal responsibility will be encouraged.
  
- Work together with open and constructive communication, listening well and showing empathy. Work with honesty, trust, mutual respect and consideration, valuing everyone's contribution – respecting equality and diversity, different roles and boundaries, and avoiding giving offence.
  
- This is a supportive group that promotes a shared focus on the wellbeing of all and recognises and values the experience and expertise of all members.
  
- Work together as a team with the Management Committee, with a shared vision and aims and collective responsibility.
  
- Act within the organisation's Constitution and the law – being aware of the contents of the ADHD Aware! Constitution and the law as it applies to ADHD Aware!
  
- Act in the best interest of ADHD Aware! as a whole – considering what is best for the organisation and its beneficiaries and avoiding bringing ADHD Aware! into disrepute.
  
- Manage conflicts of interest effectively – registering, declaring and resolving conflicts of interest. Not gaining materially or financially unless specifically authorised to do so.
  
- Respect confidentiality – understanding what confidentiality means in practice for ADHD Aware!, its Management Committee and the individuals involved with it.
  
- Actively engage in discussion, debate and voting in meetings – contributing positively, listening carefully, challenging sensitively and addressing conflict.
  
- Act jointly and accept a majority decision – making decisions collectively, standing by them and not acting individually unless specifically authorised to do so.

- Managing interruptions – please indicate if you would like to speak. Disruptive behaviour will be challenged by a facilitator.
- If you feel, or are diagnosed as, NOT in the right place for you, we will signpost and support you to a more appropriate support group or organisation.

Members are expected to honour the content and spirit of this code when they register for membership

Signed .....

Name .....

Date .....