

# BEING OUR BEST SELVES (BOBS) AGREEMENT



While we work together, we want to ensure that everyone feels safe, valued and heard. To make this happen, we agree to follow these key principles:



## 1. RESPECT AND INCLUSION

We are kind and treat each other with respect. We are inclusive and celebrate our diverse backgrounds, experiences and views. We stand against all forms of discrimination and bullying.



## 2. EQUAL PARTICIPATION AND LISTENING

We allow everyone to share their views and contribute equally, without interruption. We take turns speaking and listening attentively to each other.



## 3. EMPATHY AND COMPASSION

We try to understand different perspectives and experiences, offering compassion and support to each other so that we each feel valued and supported. We do not invalidate or minimise anyone's emotions or experiences.



## 4. BEING MINDFUL AND SELF-AWARE

We are mindful of how our actions and words might impact others. If we choose to share personal stories, we do so sensitively and are careful not to upset or trigger anyone, including by giving people warning.



## 5. A POSITIVE AND SUPPORTIVE TEAM ENVIRONMENT

We aim to create a positive and supportive environment that fosters friendship, cooperation and a sense of community. We have some fun, appreciate each other's input and work together towards a common goal.



## 6. NON-JUDGEMENTAL AND OPEN-MINDED

We are open-minded and contribute to an environment where everyone feels safe to express diverse opinions and experiences without fear of judgement. We work to understand different perspectives, and if we disagree with someone, we challenge ideas sensitively, thoughtfully and respectfully.



## 7. PRIVACY AND CONFIDENTIALITY

We respect each other's privacy and agree that everyone's stories are their own. We will not share others' personal information or stories outside of the group.

