



## **Relationships Policy – Phab Adventure Residentials**

### **Purpose**

This policy outlines the approach of Phab Ltd to relationships between participants, volunteers, and staff during Phab Adventure Residentials. Our aim is to create an environment where personal relationships, including platonic friendships and romantic relationships, are approached in a positive, respectful manner while prioritizing safety, dignity, and well-being for everyone involved. Our commitment to safeguarding will ensure that the welfare of all participants is always prioritized.

### **Encouraging Positive Relationships and Friendships**

Phab Ltd strongly believe that meaningful relationships and friendships enhance the overall experience of our Phab Residential Adventures. Participants, volunteers, and staff are encouraged to build positive, supportive relationships with each other, as these connections are essential for creating an inclusive, respectful, and welcoming atmosphere.

Phab Ltd strive to create an environment where positive personal relationships can thrive while ensuring the safety and well-being of everyone involved. We encourage the development of friendships and relationships based on mutual respect and consent but always within the framework of safety and boundaries. All relationships, whether romantic, sexual, or platonic, should foster a supportive and respectful atmosphere for everyone involved.

- **Social Engagement:** Phab Ltd promote opportunities for everyone to meet new people, develop friendships, and engage in shared activities that encourage cooperation, kindness, and understanding.

- **Inclusivity:** Phab Ltd are committed to ensuring that all individuals, feel welcome and included in social interactions, and that friendships flourish based on mutual respect.
- **Respect for Diversity:** Phab Ltd celebrate the diversity within our community, acknowledging that each person has different backgrounds, interests, and needs. We encourage everyone to approach relationships with openness, kindness, and respect.

## **Personal and Sexual Relationships**

We acknowledge that personal and romantic relationships may develop among participants, volunteers, and staff during residential breaks. It is important to understand that while personal relationships are natural and positive, they must be navigated with care, respect and an understanding of the responsibilities involved in creating a safe and supportive environment for everyone.

**Age and Consent:** Consent is paramount in all personal and romantic relationships. Phab Ltd require that all interactions, are fully consensual and mutually agreed upon. This includes clear verbal and non-verbal communication and ensuring that all parties feel comfortable and safe at all times.

It is crucial to acknowledge the legal and ethical standards surrounding age and consent when it comes to relationships. **The legal age of consent will be adhered to at all times.** In the UK, the legal age of consent for sexual activity is 16 years old. For participants under the legal age of consent, any sexual activity is strictly prohibited. Phab Ltd will always work within the legal framework of the relevant jurisdiction to ensure the safety and well-being of all participants.

- **Informed Consent:** All participants, regardless of age, must have the capacity to give informed consent. This means understanding the nature of the relationship, its boundaries, and the implications of any actions taken. Consent must be given freely, without coercion, and participants under the age of consent must not be involved in any sexual activity.
- **Protecting Vulnerable Participants:** For participants with varying cognitive or developmental abilities, Phab Ltd will ensure that all relationships, are appropriately monitored and managed to ensure that

individuals are not subjected to exploitation or coercion. Staff and volunteers are trained to recognize situations where someone may not be able to provide valid consent.

- **Personal Relationships:** Participants, volunteers, and staff are encouraged to develop relationships based on mutual respect, understanding, and shared interests. However, personal relationships, including romantic relationships, should never interfere with the overall experience of the group or compromise the safety and well-being of others.
- **Sexual Relationships:** Sexual relationships are a personal matter between consenting individuals. However, it is essential that all sexual relationships occur within the framework of mutual consent, respect, and personal boundaries. Individuals are reminded that any sexual activity should take place in private spaces, with respect for the privacy and comfort of others.
- **Respecting Boundaries:** Clear communication and the mutual respect of boundaries are key. No individual should feel pressured into any form of relationship or sexual activity, and any form of coercion or manipulation will not be tolerated.
- **Confidentiality:** Everyone should respect each other's privacy regarding personal and romantic relationships. While these relationships are private, any concerns regarding inappropriate behaviour or violations of personal boundaries must be reported to staff for immediate attention.

**Shared Dormitories and Safety:** As the Phab Adventure Residentials may involve shared dormitories, it is important to acknowledge the potential for a range of interactions in close living arrangements. The following safety measures are in place to ensure that shared living spaces are safe, comfortable, and respectful for all:

- **Rooming Considerations:** Participants will be roomed based on mutual agreement and compatibility. We will take into account individual needs, preferences, and any specific considerations regarding access, comfort, or personal space requirements.

- **Respecting Privacy:** While sharing dormitories, privacy is important. We encourage individuals to be mindful of each other's space, particularly when undressing or changing. If any participant feels uncomfortable or unsafe, they should feel free to discuss their concerns with staff.
- **Supervision:** Staff and volunteers are trained to monitor shared dormitory spaces and provide guidance on maintaining a safe and respectful environment. They are available to address any issues or concerns that arise during the residential break.
- **Monitoring Behaviour:** While relationships are encouraged, any behaviour that threatens the well-being of others will be addressed promptly. This includes bullying, harassment, or any form of coercion, manipulation, or violence.

## Addressing Potential Concerns

Should any concerns arise regarding inappropriate behaviour or a violation of boundaries, we have a clear process for reporting and addressing issues. All participants, volunteers, and staff will be made aware of the following steps:

- **Reporting Concerns:** Any concerns should be reported immediately to a staff member or volunteer. A confidential and supportive environment will be maintained during the reporting process.
- **Investigation:** Any allegations will be taken seriously and investigated promptly. If necessary, we will work with external agencies, including safeguarding authorities, to ensure the safety of everyone involved.
- **Support for Victims:** We will provide support and assistance for any individual who feels unsafe or who is affected by any incident, including access to additional support resources.

## Education and Training

To ensure the safety and respect of all participants, volunteers, and staff, we provide education and training on the following topics:

- **Boundaries and Consent:** Information on how to establish and respect personal boundaries and obtain consent in different settings.

- **Safeguarding:** All staff and volunteers receive safeguarding training to identify and respond to potential risks or issues within the residential setting.
- **Promoting Inclusivity:** Staff and volunteers are trained on promoting inclusivity and understanding within a diverse group of participants, ensuring that everyone feels respected and valued.
- **Relationship Dynamics:** Specific training is offered on understanding the dynamics of relationships, particularly focusing on navigating personal, romantic, and sexual relationships in a respectful and safe manner.