



## **Phab Community Network – Terms and Conditions of Membership**

The Phab Community Network is a vibrant collective of organisations committed to inclusion for disabled and non-disabled people. By joining, your organisation becomes part of a national movement, collaborating to share ideas, support one another, and build more inclusive, connected communities.

To uphold Phab's values and work together effectively towards our mission, all members of the Phab Community Network are expected to follow this agreement. It sets out the key expectations for membership, and all parties are required to adhere to its terms.

### **1. Commitment to Phab's Values**

- Members must actively pursue and promote Phab's aims and philosophy based on the social model of disability.
- Members must uphold and demonstrate Phab's values of inclusion, respect, collaboration, empowerment and integrity in everything they do.

### **2. Use of Phab Ltd Branding, Charity Number and Membership Status**

- The approved Phab logo, as provided by Phab Ltd, must be used in the correct way and in accordance with brand guidelines (e.g., on websites, publicity, and promotional material).
- The approved Phab logo must only be used to indicate membership of the Phab Community Network and must not be used in any way that suggests the organisation is acting on behalf of the national Phab organisation or any other community network member or Phab Club.
- Membership organizations are strictly prohibited from using the charity number of Phab Ltd for their own purpose, including promotion, fundraising, or official representation.

- Phab Community Network membership status should be promoted, and opportunities provided by Phab Ltd should be shared within the member's own organisation and networks (e.g., via social media, newsletters, or events).

### **3. Contribution to the Network**

- Members should encourage other like-minded organisations to join the Phab Community Network.
- Members should share good practice, training opportunities, good news stories and examples of success to strengthen the Network.
- Members should engage proactively with the Phab Ltd staff team to maximise the benefits of Network membership.
- Members must work together in a positive way and encourage each other to create a friendly, cooperative environment.
- Members are encouraged to get involved in the Group Leaders Facebook page and Phab Leaders events to share ideas, and to promote and support other groups.
- When a partnership opportunity is agreed, members must act in good faith and in a timely manner to support its success.

### **4. Conduct and Reputation Management**

Members are expected to conduct themselves in a manner that upholds Phab's reputation and positively reflects its values. Members must:

- Treat all people with dignity, fairness, and respect.
- Ensure activities and communications are inclusive and welcoming to disabled and non-disabled people.
- Conduct themselves with honesty, openness, and courtesy.
- Comply with all relevant safeguarding, equality, and legal obligations.
- Avoid any behaviour, language, or actions that are discriminatory, harassing, offensive, or damaging to Phab's reputation.
- Use Phab's name, logo, and membership responsibly, and not in ways that conflict with Phab's aims or values.

## **5. Membership Requirements**

- Payment of the annual membership fee must be made promptly. The annual membership fee is £30.00
- By joining the Phab Community Network, members consent to Phab Ltd using their details (inc. meeting times/venues/contact details etc) on the national website.

## **6. Compliance and Termination**

If a Phab Community Network member does not follow these expectations or acts in a way that goes against Phab's mission, values or conduct likely to bring Phab into disrepute, Phab Ltd has the right to remove them from the Community Network.