

## Askham Charter

Askham is Home to a number of residents, a place of work for a number of staff, and a place of leisure for a number of visitors. This diversity makes Askham a rich and interesting place to be, however to ensure everyone can enjoy their time at Askham we ask everyone to abide by this Askham charter.

**We are a community:** We value each other and we all have a responsibility to look out for each other's safety and well being

- We will welcome new people to Askham and support them to feel at home
- We will listen to each other and be considerate of other people's feelings
- We will consult widely about changes that we would like to make to Askham

**We believe in empowerment:** We recognise that we all have a positive contribution to make and encourage each other to reach their full potential through a full and active life

- We will enable individuals to make their own decisions wherever possible
- We will provide support for difficult decisions that need to be made
- We will vary our events, meetings, activities, training to meet the needs of individual members of the Askham community

**We respect each other:** We acknowledge that we all have our own personal, physical, social, emotional, and spiritual needs; and that these may vary over time

- We will communicate with each other in a calm and patient manner
- We will be tolerant of people's choices even if they are different to our own
- We will acknowledge and respect that individuals are at Askham for different reasons and in different roles which impacts their decisions or behaviour

**We prioritise personal dignity:** We do not compromise on an individual's right to live a dignified life of enjoyment, self-determination; recognising their need for privacy and choice

- We will be mindful of confidentiality in all aspects of Askham life
- We will not take decisions about you, without you
- We will provide help, information, or training to build individual confidence

**We value quality:** We provide for more than the basic needs; with attention to detail in all aspects of life at Askham

- We will look after the environment, equipment, and furnishings at Askham
- We will seek to improve through specific ideas and recommendations
- We will respond/act promptly to all input and feedback