



Developing a Shame Informed Approach TRAINING AGREEMENT

Leading an online training that explores shame requires great care. The training will be held in the large webinar format on Zoom with the Q&A sections conducted via the chat function (participants will be invited to be on camera to clarify any points as required). It is a condition of signing up to this training that you agree to the following to ensure that a safe space can be held online for all participants.

We ask that you:

- be honest, open and respectful of different views
- always speak from the 'I' rather than 'We' – this is vital to ensure we are not speaking for anyone else but from our own personal experiences and connection. We cannot know the lived lives of others
- be aware of bias and assumptions, and foster a non-judgemental attitude
- nurture curiosity and wonder whilst listening to others
- maintain a confidential space – what is said in the training stays in the space
- refrain from inappropriate accusatory or abusive language
- be consciously aware of language that can be triggering for others and avoid giving in-depth details of personal experiences that may cause distress to others.

We do not permit:

- Bullying, harassment or name-calling.
- Content that encourages or endorses division, prejudice, violence, hatred or harm of any kind against people based on their race, ethnicity, religion, sexual orientation, gender identity, national origin, political beliefs, disability, illness, or age.
- Threats or incitement of violence against anyone, whether in earnest or humorously.
- Doubting or being sceptical of other people's experiences.
- Content that could be interpreted as coaching, counselling or imposing your own views on others.
- Content that violates the privacy of others, by revealing any information about them that is not already in the public domain.
- Content that promotes services, or content that may be perceived as promoting personal projects.
- Asking for money in any form, including through crowdfunding campaigns or direct, personal solicitation. This includes personal messages to participants.
- Sharing personally recorded or live videos as people may be triggered with content that they haven't chosen to watch or listen to of their own accord.

It is vital that you take responsibility for your own wellbeing and safeguarding needs throughout this online training.