

# Commitments of Respect

V1 July 2025 - HW

## **Samphire's Mission: Changing Attitudes Towards Migration**

This document establishes shared commitments between Samphire and everyone we engage with in our work, as well as between Samphire staff and volunteers. These mutual commitments create a foundation of respect that applies to all parties in our interactions, ensuring we can work together constructively towards our shared goals.

### **Shared Commitments**

We all commit to:

- 1. Inclusive Engagement:** Engaging with everyone who wishes to participate in good faith and upholds these commitments, recognising that we must work within our available capacity and relevant expertise.
- 2. Individual Dignity:** Seeing every person as an individual, never making unfair judgments or discriminating based on characteristics including but not limited to: age, disability, gender and sex, marital status, pregnancy and maternity, race, religion or belief, sexual orientation, criminal conviction, immigration status, education, cultural background, or skill in written or spoken English.
- 3. Validating Experience:** Treating everyone's lived experience as valuable whilst also seeking to understand different perspectives and encouraging dialogue when experiences or viewpoints differ. We avoid making assumptions about anyone's motivations for their actions or words.
- 4. Truthful Communication:** Communicating honestly and making reasonable efforts to gather complete and accurate information about the subject of discussion.
- 5. Relevant Information:** Only asking about personal information that is directly necessary for the matter at hand, respecting privacy and dignity.
- 6. Calm Communication:** Using a calm, respectful tone, and taking the time needed to ensure mutual understanding in all interactions.

**7. Building Understanding:** Using respectful language and actions to foster understanding and build connections, and never to create, spread or encourage division or hatred.

**8. Respectful Dialogue:** Communicating with clarity about our respective values and perspectives whilst respecting each other's right to hold differing personal views, beliefs, and political opinions. We engage constructively with different viewpoints, remaining open to learning and refining our approaches through respectful dialogue.

**9. Considerate Discussion:** Maintaining an awareness of those around us whilst having conversations on sensitive topics, recognising that the experiences and backgrounds of others might make those topics difficult or distressing for them, and that it may be appropriate to pause the conversation or move to a different location.

**10. Safe Disengagement:** We respect the right of either party to step back from interactions when these commitments are not being upheld or when we feel the conversation has become counterproductive despite good faith efforts from all parties.

## **Our Commitment to Growth**

We recognise that respectful engagement is an ongoing practice. We commit to learning from our experiences, acknowledging when we fall short of these standards, and continuously working to improve how we serve our mission.

## **Feedback and Updates**

We welcome feedback on these commitments and will review them regularly to ensure they continue to serve our work effectively. If you have concerns about how these commitments are being upheld, please raise them with a member of Samphire staff.