



## **Headway North West London Sexuality and Relationships Policy**

### **1. Policy Statement**

The purpose of this policy is to give guidance to staff on their approach to and management of the emotional relationships service users develop and maintain, and on their own personal relationships with service users. It is recognised that service users have a right to form a wide variety of relationships to different levels as happens in society at large. These may include relationships, which find expression in closeness, physical intimacy and full sexual relationships. It is accepted that service users have sexual identities and rights to fulfil their sexual needs as they choose within the current legal framework.

### **2. Related Headway policies:**

Safeguarding Policy

Risk Assessment and Management Policy – To be confirmed

### **3. Staff Responsibilities**

#### **3.1 Co-ordinator / senior person assuming everyday responsibility**

To ensure that all staff, volunteers and service users have access to and are aware of this policy

To ensure that safeguards are in place to protect the interests of the service user.

#### **3.2 All staff / volunteers**

To adhere to this policy and seek the guidance/ advice from the line Co-ordinator.

### **4. Audit Plan**

The Co-ordinator/ senior person will monitor adherence of the policy and report findings to the Trustees.

### **5. Scope**

This policy applies to all staff, volunteers, and Trustees.

### **6. Headway Staff / volunteer training**

All staff and volunteers to be made aware of and read this policy

### **7. References**

Croner's – A Management Guide updated 2005

Sexuality + Relationships Policy	Version 2
Page 1 of 2	Date of Approval 21 March 2017
August 2008	Revision date March 2019

## 8. Guidance

In accordance with the standards and policies that endorse service user's rights to manage their own finance, Headway accepts that service users may purchase or acquire literature and material of a sexual nature. This is acceptable providing that such material is legal and is used in private so that it does not exploit, influence or others involved in Headway.

Service Users will also decide whom they seek and wish to visit outside Headway services.

Staff will respect service users' rights to develop and maintain a variety of relationships, which may reflect their sexual identity and orientation. They may enable and support service users to express their sexuality as long as this conforms to a] the current legal framework, b] their terms and conditions of employment and c] their professional Code of Practice.

Staff should not seek to impose their own beliefs, morals, values and views on their service users, but they may discuss such issues within the context of their personal and professional relationships.

Staff should not enter into any transactions or interactions with their service users that may be unethical, illegal, exploitative or abusive and any agreements that they make should be fully transparent and recorded within the service user file.

Where staff consider that an individual is at risk of abuse or exploitation as a result of their sexual interests and preferences they should immediately report and consult on the issue so that the appropriate actions can be taken, e.g. Case Review, risk assessment, implementation of protection from abuse procedures, police involvement or whatever is the appropriate course of action dictated by the circumstances.

### Staff support and Development

Headway accepts the need for staff to discuss individually and collectively in supervision sessions, staff meetings, or team development and training contexts their respective values and views on these issues in order to arrive at a mutually acceptable ways of working and implementing these policies in accordance with the Headway Minimum Service Standards.

Sexuality + Relationships Policy	Version 2
Page 2 of 2	Date of Approval 21 March 2017
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