

Community Values & Behaviour Code

Little Footsteps Hub™ – Sanctuary, Boundaries & Mutual Care

Effective Date: 20 September 2025

Next Review: September 2026

Version 1.0

1. Purpose

This policy outlines the values, behaviours, and boundaries that protect the emotional safety of our space. It applies to all families, professionals, collaborators, and visitors engaging with Little Footsteps Hub™.

We are not a neutral space—we are a sanctuary. Emotional safety is non-negotiable.

2. Our Core Values

We honour:

- Dignity – Every person is worthy of care, respect, and protection
- Emotional Safety – We respond with presence, not minimisation
- Boundaries – Clear lines protect relationships and prevent harm
- Legacy – Our work is rooted in long-term systems change
- Mutual Care – We expect care to be reciprocal, not extractive

3. Expected Behaviour

We ask all participants to:

- Communicate with respect and emotional awareness
- Honour lived experience without minimisation or coercion
- Accept boundaries around time, access, and emotional labour
- Avoid language or actions that cause distress, shame, or harm
- Engage with curiosity, not entitlement

4. Breaches of Behaviour

If someone breaches our values or causes harm:

- We will name the behaviour with clarity and care
- We may pause or restrict access to services or events
- Re-entry may be possible through restorative dialogue
- Serious breaches may result in permanent disengagement

5. Safeguarding & Escalation

If a breach involves safeguarding concerns, we will follow our Safeguarding & Emotional Safety Policy and may refer to external services.

6. Boundaries We Hold

- We do not tolerate minimisation, gaslighting, or coercive behaviour
- We do not offer unlimited emotional labour or crisis support
- We reserve the right to disengage from unsafe or extractive relationships

7. Contact

For questions or concerns about this policy, contact:

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