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| Irene Ivan 4 | **Personal relationships are very important to people with learning disabilities.** |
| Hug | ***We would like every organisation that signs the Charter to have relationships guidance.*** |
| Kissing Naked 1 | Adults with learning disabilities have the same feelings and sexual needs as everyone else. |
| Hold hands | But some people with learning disabilities need support with their relationships. |
| Kiss 4 | Relationships guidance will help staff and carers to give the right support. |
| Me woman7 | The Welsh Government says adults with learning disabilities should –   * Have the right to sexual relationships with other adults. * Have independence and be able to make their own choices. * Feel included in their local community |
| Felix sebastian 8 | The Equalities Act says that people’s gender and sex identity should be respected.  And that LGBTQ relationships should be respected.  This is just as true for people with learning disabilities. |
| Policy | So, it is important that a relationships policy includes this. |
| Sexting | There are many different types of relationships.  From committed partnerships to casual hook ups.  People’s choices in these should be respected. |
| Safeguarding Circle | The Welsh Government says that staff supporting people with learning disabilities must protect them from harm.  So, organisations need a good Safeguarding Policy.  The policy should be accessible to people with learning disabilities. |
| Couple holdhandsCondom | **People with learning disabilities say –**  *“We want help with our relationships sometimes”.*  *“The individual person or couple should be encouraged to make their own decisions – with information and advice if needed – but not to be told what to do.”*  *“We want help with contraception (when you don’t want to have a baby)”.* |
| Support plan2 | **Should staff tell you what to do?**   * Staff should not tell you what to do. * But they can help you to make a decision. * They can give you information. |
| Threaten 3 | **When should staff get involved?**   * If you are unable make your own decision. * If they think you are in danger. * If you are unhappy. * If they see signs that the relationship might be hurting you. |
| Threatening carer | *Abuse can be in many different forms – physical, sexual, emotional, financial or neglect. We want staff to be alert to them all.* |
| Pregnant | **When should staff get involved?**   * If people are having more than a kiss or cuddle in public. * If you need advice about having a baby. |
| Respect 2 | **This is what staff should do.** |
| Confidential | * Support people to make good relationships and support people with ways to start relationships. * Make sure people are not being hurt by the relationship. * Keep things private about the relationship. * Tell the manager if someone is at risk. * Support people to talk about family and friends who can help them. * Have training to give the right support. * Give information about keeping safe and what is right and wrong. * Tell people if they are behaving in an embarrassing way in public. * Put the person first, not the person’s family. |
| **X** | **This is what staff should not do.** |
| Pointing | * Tease people about how they look. * Tease people about their choice of partner. * Have sex with someone they support. * Push people to have a relationship they are not ready for. * Ever talk about relationships out of work. * Try to stop people having a relationship. |