



**VN HORIZONS**  
A S P I R E   L E A R N

---

# Community Membership Agreement

---

## **1. Purpose of the Community**

The Community aims to:

- Foster collaboration, peer support, shared professional development and lifelong learning.
- Build a safe and inclusive space for veterinary nursing educators and practitioners.
- Encourage high-quality, ethical, learner-centred educational practices.
- Nurture aspiring members and Wise Owls.

## **2. Member Responsibilities**

### 2.1 Professional Conduct

Members agree to:

- Treat all peers with respect, fairness, and courtesy.
- Communicate professionally and constructively.
- Maintain integrity and honesty.

### 2.2 Peer Support

- Provide reasonable guidance and support to peers.
- Engage in community discussions and activities.
- Share experience respectfully.

### 2.3 Quality of Own Services

- Maintain high professional, educational, and ethical standards.
- Communicate role limits and expertise.

- Ensure accuracy of guidance given.
- Demonstrate reflective practice

### **3. Respectful Engagement**

Members must:

- Treat everyone in contact with respect, empathy and dignity.
- Engage courteously with all individuals.
- Show respect for differing perspectives.
- Promote psychological safety.
- Listen and understand.

Members must not:

- Harass, discriminate, intimidate or bully.
- Speak or write disparagingly or degradingly.
- Use inappropriate language, including innuendo and microaggressions.
- Share confidential information without permission.

### **4. Participation and Attendance**

Members agree to:

- Participate at a manageable level.
- Attend agreed sessions.
- Communicate if unable to meet commitments.

### **5. Data Protection**

Members must comply with UK GDPR and Data Protection Act.

#### **5.1 Handling of Personal Data**

- Only collect or use data when necessary and with consent.
- Keep information confidential.

#### **5.2 Records**

- Securely store any personal information.
- Do not share screenshots or recordings without consent.

### 5.3 Learner or Mentee Data

- Never share learner-identifiable information.
- Anonymise educational cases.

## **6. Boundaries and Limitations**

### 6.1 Professional Boundaries

- Maintain appropriate boundaries with peers and learners.
- Avoid conflicts of interest.

### 6.2 Scope of Advice

- Peer support is not formal supervision or legal advice unless this falls under own services.

### 6.3 Wellbeing Boundaries

- Manage availability and respect others' workload.

## **7. Code of Conduct**

### 7.1 Uphold Standards

- Deliver accurate, evidence-based, inclusive content.
- Maintain professional learning and development.
- Uphold the requirements of regulators.
- Consider sustainable approaches.

### 7.2 Learner-Centred Practice

- Prioritise dignity and learning experience.
- Provide constructive feedback.
- Implement diverse, inclusive practices and resources.

### 7.3 Safe Learning Environment

- Challenge inappropriate behaviour.

- Model professionalism.

#### 7.4 Professional Conduct

- Maintain confidentiality.
- Avoid conflicts of interest.

#### 7.5 Case Use

- Use anonymised cases only.

### **8. Safeguarding**

Members agree to:

- Prioritise the safety and wellbeing of all learners and peers.
- Report safeguarding concerns through appropriate organisational channels.
- Never engage in behaviour that could exploit, endanger, or harm another person.
- Maintain clear professional boundaries with learners, especially minors or vulnerable adults.
- Follow organisational and legal safeguarding policies relevant to their role.

### **9. Breach of Agreement**

Concerns may be discussed with the Member. Support may be offered. Serious or repeated breaches may result in paused or ended membership.

### **10. Amendments**

Members will be notified of updates to this Agreement.

### **11. Acceptance**

By joining, the Member confirms they understand and agree to the terms of this Agreement.