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|  | **Using MIRROR to make policies** |
| Agreed by on  Date for next check: | |
|  | All Wales People First uses MIRROR as a way to remember important things about being a People First organisation. |

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|  | MIRROR stands for: |
|  | * **M**ember-led |
|  | * **I**deas |
|  | * **R**ights |
|  | * **R**eflection |
|  | * **O**rganisation |
|  | * **R**eview |
|  | **Member-led** |
|  | Members need to listen to advice from staff and any Board members. |
|  | Members can ask staff or Board members to write a policy. |
|  | Policies must follow the law. |
|  | Nothing is a policy until the members agree the policy. |

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|  | This may mean: |
|  | * the members committee agreeing it * a members meeting agreeing it * a vote of all members at the Annual General Meeting. |
|  | Members need to remember that if staff or volunteers disagree strongly with a policy, they can choose to leave. |
|  | **Ideas** |
|  | The MIRROR pack has examples of policies. But it is up to your organisation to have your own ideas about what is right for you. |

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|  | **Rights** |
|  | Policies should always help members to use their human rights and their legal rights. |
|  | **Reflection** |
|  | Do not write policies in a rush! |
|  | Take time to think about what is right for your organisation. |
|  | Take time to ask people for advice and ideas. |
|  | **Organisation** |
|  | Good organisations need good policies. |
|  | The right policies help you to be a well-run organisation. |
|  | The right policies also help when you apply for grants and contracts. |
|  | There is no point having policies unless the organisation does what the policies say. |
|  | **Review** |
|  | Agree how often you will check to make sure your policies are: |
|  | * being used |
|  | * working well |
|  | * legal |