



FAN – Friends and Neighbours

...Bringing people together
to meet, listen and talk...

FAN Group friendships and relationships and the role of the Facilitator

Things that may be useful for facilitators to consider regarding friendship and boundaries within the FAN setting

- Facilitators are volunteers.
- Facilitators may make friendships with people in their FAN Group.

Things to be aware of

- Even though Facilitators are volunteers, people may still see them as having a special role in the Group.
- This can sometimes create an imbalance of power, even if it is not intended.
- Friendships should feel safe, fair and open for everyone,
- Facilitators should think carefully before giving presents or money to people in the Group. Receiving a gift can make someone feel they owe something in return, even if this is not intended. It can also lead other Group members to feel jealous or not quite so valued. They may also feel concerned or suspicious about the friendship. In addition, if you lend/give one person some money, it may be difficult to say no if someone else asks.

Good practice

- Keep friendships open and visible, not private.
- Be aware of how friendships may affect other people in the Group.
- Avoid anyone becoming too dependent on you.
- If a friendship starts to feel difficult or complicated, think how you may be able to rectify this and, if necessary, ask for help.
- Talk to your FAN contact person

Why this guidance is important

This guidance is there to help keep everyone safe and treated fairly. It supports Facilitators to think about how their role might affect friendships, even though intentions are good. Being clear and careful about boundaries, gifts, and money can prevent misunderstandings, pressure, or dependency. It also helps make sure friendships are open and do not cause worry or concern for other people in the group. This protects Group members and Facilitators, and helps friendships stay healthy, positive, and trusted by everyone.

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FAN Policy: [Safeguarding Policy](#)