

Consent process – template

A quick guide to the consent decision-making process.

Introduce the proposal

Read out the exact wording and explain any background information to help everyone fully understand the proposal.

Understand – clarifying questions

In a round, invite any clarification questions.

Useful framing: 'Is there anything I need to ask to understand the proposal?'

Explore – reactions

In a round, invite everyone to share their reaction to the proposal.

Useful framing: 'What comes up for me about the proposal?'

Decide – consent

In a round, invite everyone to state whether they consent or object to the proposal. At this stage don't ask for any reasons, just hear who consents and who objects.

Useful framing: 'Can I work with this proposal? Is there a risk here we can't afford to take?'

Objections

Invite each person with an objection to state their reasons for objecting. Invite clarification questions to make sure everyone understands the objection.

Integrating objections

Taking each objection in turn, in a round ask for suggestions to integrate the objection into the proposal.

Steps to integrate objections (often combined)

- **Modify:** are there any easy modifications to the wording to resolve the objection?
- **Shorten the term:** could we try this for a shorter time period and then review?
- **Measure the concern:** what could go wrong if we tried this, and how would we know? List the concerns and any metrics that could be used to measure the impact of the proposed course of action (e.g. sales figures or number of participants).

Restate the amended proposal

- Understand - check for clarification questions
- Explore - invite quick reactions
- Decide - ask for consent

Record the decision and a review date.