

## **LIVERPOOL EVERYMAN & PLAYHOUSE Safe Space Charter**

Welcome to the Everyman and Playhouse. We are committed to ensuring our buildings and our practices are safe for everyone to thrive.

### **Our Commitment**

These theatres are creative and nurturing places, where we can all enjoy personal safety, collective care and mutual respect. In this environment, we are all liberated to be creative and daring in our work, and we can flourish both as individuals and as a group.

Our commitment to you is to cultivate and preserve this nurturing environment and we ask that you make the same commitment in return.

### **Safety and Freedom**

When you are working for the e&P, you have a right to feel safe, supported, and free to grow as a professional and as a person. We ask you to take care that your behaviour doesn't inhibit this safety and freedom for anyone else. And if you feel your safety and freedom has been compromised, we encourage you to talk to us and we will listen.

### **Formal Policy**

We are committed to providing a safe environment for all our employees free from discrimination, harassment or bullying on any grounds, including Age, Disability, Gender, Marital or maternity/paternity status, race, religious beliefs, sexual orientation, socio economic status, ideology or culture, or any other form of distinction. We will operate a zero tolerance policy for any form of bullying or harassment in the workplace, treat all incidents seriously and promptly investigate all allegations. Any person found to have been in breach of our policies will face disciplinary action, up to and including dismissal from employment. All complaints will be taken seriously and treated with respect and in confidence. No one will be victimised for making a complaint.

### **Context**

Remember that the relative status of our roles, and other factors, can change the impact of comments or behaviour. Those of us who enjoy a professional position of power in relation to others need to take special care. While inequality persists in our society, this can add unintended weight to comments made by those in a position of relative privilege. And YEP members, though they may be up to 25, are considered to be in a training environment as pupils while in our theatres which directs the way we, as adults, need to relate to and care for them.

**Unintentional Offence**

It's important to recognise that any one of us can get it wrong. A joke that lands askew, a compliment that touches a nerve, a comment that has an unintended effect on someone having a bad day or dealing with something in their private life. If you think someone has unwittingly said or done something that makes you feel uncomfortable, whoever they are, you should feel able to talk about it, either to them or to a colleague. If you have unwittingly said or done something that makes someone feel uncomfortable, you should feel able to hear that and apologise.

**Protection**

If something happens that can't be resolved by a simple chat like this, we have formal processes in place for you. We have provided you with our Staff Handbook – in which we draw your particular attention to the guidance on Bullying and Harassment; Safeguarding, and drinking and drug use - and with our Safeguarding Policy and Code of Conduct for Adults Working with Young People. Here you will find more detail on our expectations of you, and on our processes for dealing with any problems you might experience.

Your point of contact for any such issues is Vicki Adlard, Head of Administration.