

Principles for Safe and Inclusive activities Headley Theatre Club

Bullying, harassment and discrimination have no place in **Headley Theatre Club**. These principles aim to help eradicate such abuse and all forms of discrimination. They can also help us meet legal requirements and help promote and maintain a safer, more inclusive environment for everyone within the club. All members should adhere to the following principles.

1. Everyone is responsible for creating and maintaining an inclusive and supportive environment.
2. We recognise that harassment or discriminatory language or behaviour may be unlawful under the Equality Act 2010.
3. We will explicitly address and seek to prevent racism and all other forms of discrimination and bias, their manifestations and effects.
4. Those of us who are committee members accept our responsibilities under the Equality Act 2010 and the Health and Safety at Work Act 1974.
5. We do not tolerate bullying, harassment, or discrimination on any grounds, and will ensure that processes are in place for the reporting and investigation of these serious issues.
6. We recognise that bullying, harassment and discrimination can have significant adverse impacts on the productivity, long-term physical and mental health and well-being of affected people and we will work to eradicate it. This will mean providing adequate protection for complainants and victims and, where bullying, harassment or discrimination is found to have occurred, taking appropriate action against the perpetrators.
7. If any member feels effected by, or concerned about, any issue they should report it to a member of the committee who will be required to raise the matter with the committee for discussion and resolution.
8. We value inclusivity, appreciate difference, and consider people equal without prejudice or favour. We build relationships based on mutual respect. We will all work to give and receive feedback in a constructive way, which we know will improve creativity and productivity.
9. We understand that reporting bullying, harassment or discrimination can be intimidating. You should not be made uncomfortable for asking to be treated in a respectful manner, if you cannot deal with a situation you should not feel embarrassed in asking for help; you will not be criticised for raising matters others might consider trivial. If anyone comes forward to report any worrying or upsetting behaviour we will endeavour to make the process of reporting clear and straightforward, investigate objectively and respect confidentiality where possible. Individuals who have made complaints or participate in good faith in any investigation into bullying, harassment, or discrimination should not suffer any form of reprisal or victimisation as a result.
10. We will respect each other's dignity and differences, regardless of the seniority of our role in an organisation.
11. Headley Theatre club expects all members to abide by these principles. Committee members should ensure that all members understand the meaning behind them and put in place robust procedures to deal with breaches of the principles.