

## **BRIXTON HOUSE PARTICIPANT CODE OF CONDUCT**

### **Vision**

To empower our undervalued, unheard, and excluded communities through our creative and cultural spaces.

### **Mission**

Brixton House is a new cultural space, developed from the rich and influential history of Ovalhouse Theatre, which presents and collaborates with voices and perspectives not currently centred in mainstream funded culture. We focus on theatrical stories told through theatre and multiple other art forms. We are committed to and representative of Brixton, and a place where the lively and diverse communities who live, work and visit this place, come together to engage with culture and build community.

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To ensure the safety and wellbeing of everyone that takes part in our programmes at Brixton House, we ask that you follow our Code of Conduct.

### **Our expectations are as follows:**

- **Zero tolerance of bullying and harassment** this includes any inappropriate or unwelcome conduct that may cause offense or humiliation to another person, including sexual harassment. Any form of bullying or harassment will be taken seriously and addressed through appropriate disciplinary action
- **No use of illegal drugs or alcohol** before or during a workshop/session
- **Physical violence, verbal abuse and swearing** are unacceptable and will not be tolerated
- **Participants treat each other with respect** and no person should be disadvantaged on the grounds of age, disability, gender reassignment, pregnancy or maternity, marriage and civil partnership, race, religion or belief, sex or sexual orientation. This includes expressing one's own personal beliefs in a manner that does not exploit vulnerability, show disrespect to others or lead to the breach of our policies
- **Follow instructions from session leaders**, respecting the time methodologies and the work being delivered

### **Procedure for Addressing Incidents:**

If incidents occur where the Code of Conduct is not adhered to, the following procedure should take place:

- Speak to Programme Lead i.e. Rachel or Abdul, OR speak to Programme Producer, Nina Graveney-Edwards, 0207 820 7260 or [nina.graveney-edwards@brixtonhouse.co.uk](mailto:nina.graveney-edwards@brixtonhouse.co.uk)
- If you have a concern regarding the Programme Leads or Producer, please raise with Head of Creative Engagement, Michelle McGrath (also Deputy Safeguarding Lead for Brixton House), 020 7820 7282 or [Michelle.McGrath@brixtonhouse.co.uk](mailto:Michelle.McGrath@brixtonhouse.co.uk)

- A conversation between Brixton House representatives and those involved will happen
- Depending on the circumstances the outcome may be a verbal warning, a written warning or an individual may be asked to leave Brixton House programme