

Safeguarding (Bullying, Harassment & Discrimination) Working Group: Terms of Reference

Background

Over the last few years, there have been a succession of creative industry and theatre personnel who have been publicly accused of inappropriate behaviour in working environments including bullying, sexual harassment and racism. The volume of complaints most vividly came to prominence in 2017/18 during the #MeToo Movement, but revelations continue to appear up to the present day. More recently accusations of systemic racism have been revealed in the June 2021 publication of '[Barbican Stories](#)', and the issues around toxic workplaces in the creative industries were [recently highlighted](#) in The Guardian.

Collectively these accusations reveal a sector that still needs guidance in what appropriate behaviour looks like, what positive welcoming working cultures look like, and clarification of organisations' responsibilities in relation to the 2010 Equality Act. The Presidents of SOLT and UK Theatre have identified this work as a priority for our organisations and the sector.

This work complements the other work that SOLT/UK Theatre are doing around developing the sector workforce and around diversity and inclusion, and all these initiatives will be worked on concurrently. This work will also be dovetailed with the work the creative industries are doing with government on Bullying, Harassment and Discrimination, as outlined in [this recent article in The Stage](#).

Purpose

This Working Group has been formed to:

1. Clarify what the main issues and challenges are facing the theatre workforce in relation to Bullying, Harassment and Discrimination
2. Help shape SOLT and UK Theatre's response to these issues
3. Help assess the current levels of support provided by the industry, and identify gaps in provision
4. Ensure that the consultation process to determine solutions are inclusive of people with lived experience of bullying, harassment and discrimination

Reporting

The Working Group makes recommendations for solutions to the SOLT and UK Theatre Boards.

Working Group Members

- The Working Group should comprise a maximum of 10 people
- The Working Group must include representatives of the SOLT and UK Theatre Boards (approx. 4)
- The Working Group should include a mix of as many of these skills and demographics as possible:
 - Representing commercial and not-for-profit organisations
 - Representing different sections of the industry, e.g. venues, touring companies, production companies, sector support organisations.
 - Representing the four nations (England, Northern Ireland, Scotland, Wales)
 - Representing as wide a range of demographics as possible across the protected characteristics under the Equality Act 2010: age, disability, gender reassignment,

- marriage or civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation
- People with lived experience of bullying, harassment and discrimination
- Skills to include:
 - Equality, diversity and inclusion
 - Human Resources/people management
 - Employment law
 - Safeguarding
 - Strategy/policy development
 - Senior leaders

Working group members can be appointed through:

- Representation from individuals who contact SOLT/UK Theatre and set out their relevant experience
- Proposal and recommendation from existing working group members or SOLT and UK Theatre Board members.

Working Group meeting structure and procedure

- We anticipate holding four meetings a year, initially online due to the pandemic
- The Working Group will be chaired between the Presidents of SOLT and UK Theatre or participating members of the SOLT and UK Theatre Boards.
- Meetings will be called by SOLT/UK Theatre, giving ideally one month but a minimum of one week's written notice to all members of the Working Group
- Decision-making will be based on a simple majority
- Minutes will be taken and shared with the Working Group
- The quorum will be whichever is the higher of 3 and 50% of Working Group membership.
- Payment for attendance at Working Group meetings is available for freelancers on request, at a rate of £150 per meeting
- Live captioning / BSL sign-language interpretation can be made available for meetings if required

Consultation process

- Due to the sensitive nature of this work, and the issues involved, there may be some work undertaken by this group that requires consultation with our membership, or with those who have lived experience of the issues involved. If the group feels that consultation is required, the wellbeing of those involved will be prioritised, and they will be supported and protected through any process.

Review

The continued need for and role of the Working Group, and the makeup of the constituents, should be considered every year.

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