

Safety and Safeguarding for Women in Theatre

27th October 2021

Following the murders of Sarah Everard, Bibaa Henry, Nicole Smallman, and Sabina Nessa in 2021 there has been a national outpouring of grief and discussions about women's safety. All women have the right to feel safe at work, at home, travelling and while out and about.

The nature of our industry means that staff may be working or travelling at night in an unfamiliar area. This guidance note has been produced to point you towards resources we hope will be useful, along with some information about the industry's provision for safeguarding women.

What is the industry doing?

- SOLT and UK Theatre's Safeguarding Working Group has been formed to discuss and respond to safeguarding issues (including all forms of bullying, harassment and discrimination) within the industry
- SOLT and UK Theatre sit on the creative industries' bullying, harassment and discrimination roundtable group set up by the Department for Culture, Media and Sport (DCMS) in June 2021.

What information is available for organisations?

- Venue operators and productions should have **risk assessments** that cover issues of violence and safety for staff while at work. Further guidance is available here: <https://www.hse.gov.uk/violence/toolkit/riskassessment.htm>. For general safety and risk enquiries please contact our Head of Risk and Safety, Phill Brown: phillip@soltukt.co.uk
- The [Anti-Racism Touring Rider](#) includes a section on pastoral care and wellbeing for company members which sets out good practice guidelines for venues and touring companies on ensuring the safety of staff while working late and staying in digs.
- [Legal checklist](#): for preventing and dealing with bullying and harassment within the workplace.
- **121 Advice**: legal advice or guidance on the collective agreements we hold with the unions is available if you are a SOLT member or an Organisation Member of UK Theatre. You can contact our in-house teams with queries about your legal obligations or the terms of the agreements. Please email lisa@soltukt.co.uk.

Other resources and initiatives for organisations

- [Ask for Angela](#): A joint initiative for venues in London run by the Metropolitan Police and Mayor of London. People who feel unsafe, vulnerable or threatened can discreetly seek help by approaching venue staff and asking them for 'Angela'. This code-phrase will indicate to staff that they require help with their situation and a trained member of staff will then look to support and assist them.
- [WAVE training](#): Welfare and Vulnerability Engagement (WAVE) training is a package developed to provide venues with an awareness of vulnerability, their

responsibilities it and how to deal with it. The training aims to prevent and reduce violent crime linked to the licensed economy, prevent and reduce sexual offences and reduce opportunities for criminal activity and anti-social behaviour in licensed premises.

- [Women's Night Safety Charter](#): a Mayor of London initiative which asks all London organisations that operate at night to sign up to seven simple pledges.

Resources for individuals

- [Personal safety advice](#): comprehensive safety advice from the Suzy Lamplugh Trust for a variety of scenarios – at work, at home, when travelling, online and more.
- [Report It to Stop It](#): information about reporting sexual harassment on the Transport for London network and what you can do if you witness harassment.
- [Smartphone tips](#): a compilation of useful phone features which may help in an emergency.
- [Theatre Helpline](#): a listening and support service for anyone working in the theatre industry.
- [Uber safety features](#): Uber has a variety of features to ensure rider safety – Share My Trip allows you to let a trusted contact to know when you're travelling and when you've arrived, and Verify Your Ride ensures you are getting into the right vehicle.
- [WalkSafe app](#): a personal safety app designed for women with three key features - a map showing crime hotspots in your area, alerts to emergency contacts if you don't get home on time, and the ability to connect with emergency contacts in real time.