

# Company Policy Handbook

**Company Policy Handbook**



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The following policies and procedures have been adopted by the Trustees of Spectacle Theatre Ltd.

These policies will be reviewed annually.

They are to be read in conjunction with the companies Memorandum and Articles of Association.

Mr Mark Stevenson ………………………………………………………………………………………………………………………

Chair of the Trustees

Date

Mr James Watts Rees ………………………………………………………………………………………………………………….

Vice Chair of the Trustees

Date

# Objectives of the Association

The objects for which the association is established are to promote, maintain and advance education, particularly by the production of educational theatre and the encouragement of the Arts, including the arts of drama, mime dance singing and music and to further the development of public appreciation in the said arts.

# Overview

Spectacle Theatre Ltd has an excellent track record in delivering educational theatre.

Over the last forty years, it has been an innovator, pioneer, and incubator, in the practice and delivery of educational theatre. It has excelled in enabling access to the arts for people that are systemically disadvantaged.

# Vision

A just Society - where theatre is accessible, inclusive, and diverse.

# Mission

We take high quality participatory theatre to where people live. Using a strengths-based approach we make great theatre that is inclusive, accessible and helps transform lives.

# Why we are needed

Many of the valley’s areas of South Wales, rank highly on the Welsh Index of Multiple deprivation.

This deprivation disadvantages many of the people that live within our community. This disadvantage reveals itself in poor levels of health, education, life expectancy, access to local recreational activity and employment.

Spectacle aims to support our communities access theatre where people live. To go to where people are and co-create projects with them.

This arts practice is proven to improve people’s self-esteem and confidence. It gives people a voice, it connects and provide pathways to employment and lifelong education. It transforms lives.

'Enable young people to develop holistically, working with them to facilitate their personal, social and educational development, to enable them to develop their voice, influence and place in society and to reach their full potential'

(Youth Work National Occupational Standards).

# Where we have come from

Spectacle Theatre Ltd background

Spectacle Theatre Ltd was established in 1979. It is a small-scale professional theatre company, based in the Rhondda Valley. Spectacle has an acclaimed history for its development of new writing for theatre. It is known for its health and education work with and for youth; these two strands continue to be a driving force in the company’s development. It co-creates productions with communities in the valleys, tours throughout Wales and internationally.

# What do we do and what difference do we make?

We co-produce (acting in an equal and reciprocal partnership) with people, their families, and voluntary and public sector services.

## Current Services

Theatre Performance

* theatre performance with and for our community.
* Professionally delivered plays for school and community
* Facilitation of community groups to produce their own performances
* Professionally led Youth Theatre
* Celebratory events with the community
* Site specific performance

Workshops

* bespoke workshops for all ages
* Delivered in schools, colleges and community groups and young offender’s institutions
* Residential, care homes and hospitals
* outdoors

Mentoring

* advice, training and support for individuals and community groups
* work experience for school students
* work placement
* volunteering opportunities
* Training

# Outcomes

We measure our outcomes and outputs by collecting quantitative and qualitative data.

We commission or participate in, research, to identify the outcomes of our delivery and improve practice. We support participants to undertake evaluation of the services they receive. We learn from the outcomes and use this knowledge to develop our practice.

The hypothesis we are testing is

* How well we connect people
* How well we enable access
* Who we reach
* The difference we make

Each project has set specific targets to achieve. All data collected, in accordance with or GDPR Data Protection, safeguarding Policy and Online practice policy.

We measure key statistical information on a regular basis as part of programme delivery in terms of developing a baseline in the first quarter and continually recording who we work with, how many and when, including number of people and groups we engage, broken down into the number of people.

We collect the following data:

* Number of participants attending sessions
* Number of participants training workshops
* Number of participants attending public sharing
* We collate statistics in different demographic categories, for example, age, gender, disability, bilingualism, and geographic community.
* We collect data to monitor against the wellbeing and future generations act (FGA)
* We collect people’s stories as evidence of change. We take a sensible common-sense approach to ensuring we have the data we require to monitor, report on, and fully evaluate programmes while ensuring capturing data does not become a barrier to engagement.

# Methods used

We use Warwick and Edinburgh or Stirling scale for mental health. Enabling us to record distance travelled of the individuals and group

* Registers of attendance
* Case studies
* PODNOSH impact assessment app
* Feedback forms
* Questionnaires
* Show reports / Activity reports

# Examples of recent feedback

“They take you out of yourself. It’s immersive.” “It certainly opened my knowledge about other people. It was good to see other people open. You know quiet people were suddenly being quite noisy.”

“There’s a lot of fun involved. There is no mistake making. You can turn anything that you might think is a mistake into something that’s funny. And turn things around really.”

“They’re very good at controlling the situation in a not very controlled way. In terms of their good at initiating things and then just throwing things out there and starting the ball rolling and then other people get to kick the ball around themselves.”

“I like to do more.” “There is no right and no wrong.” “I really like laughing with my friends.”

“I feel more confident.” “The more it went on, I wanted to get more involved with it. I was getting more relaxed and confident.” “My favourite part of the sessions was everyone getting involved and mixing. Putting your ideas in. No one felt embarrassed because everyone was doing it.”

“As a group we all created a scene that made us laugh. We fully enjoyed it. I felt I could express myself. I’ve got the right to express myself and not be ashamed to have a brain injury,” “You can muck around. It’s not wrong to mess around. It’s not wrong to get things mixed up. You shouldn’t be embarrassed of who you are.”

See Appendix for detail of outputs and outcomes of projects over next three years

# Who is Involved?

Spectacle gained charitable status in 1986 and is governed by a board of 6 trustees. Spectacle Theatre’s management association is the Independent Theatre Council (ITC). Spectacle is a member of CWYVS (Council of Wales Voluntary Youth Services), Interlink (the County Voluntary Council for RCT), Stronger Rhondda Gayface and the Cwm Taff Mental Health Forum.

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| Mark Stephenson Chair | Joined the board in 2020. Works in Information Technology and education services. Has knowledge and experience of trustee board development.  Has knowledge of the Third sector in Rhondda Cynon Taff.  First met Spectacle as a young person while on work experience for six months. |
| James Watts Rees Vice Chair | Student in Community Practice. Involved in Community development in the Rhondda. Rugby trainer / coach. Involved in local politics.  First met Spectacle when working in a partnership project with People and Work. |
| Matt Byrne Treasurer | Qualified Chartered Accountant ICAEW extensive audit and operational finance experience in both private and public sectors.  Applied to be the treasurer for Spectacle in 2017. |
| Liam McGuire | Experience in managing secure home for young people. Currently working in the housing sector. Has a military background.  Joined Spectacle in 2018 through a recruitment. |  |
| Jeremi Cockram Equality and Diversity Champion | Experienced Actor in television and theatre. Member of Equity Trade Union Committee. Fluent Welsh Speaker.  First encountered Spectacle at school and subsequently worked for the company as an actor, writer, and director. |
| Jacqui Rafferty  Currently stepping down due to ill health of her partner. | Background as a Mental Health worker. Deliverer of Mental Health First Aid training. |

# Staff and volunteers

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| **Creative Director**  Overall duties to manage the project and line manage all staff. Reports to the board of trustees. Receives supervision from the Chair of the trustees.  Responsible for safeguarding.  **Steve Davis**  An experienced Artistic Director, Business Development Manager, with experience of managing turnover of up to £350,000.  Qualifications:   * Diploma in Drama, The Drama Centre London 1973-76 * Foundation Degree in Business Practice. USW 2014 * ILM level 5 Higher apprenticeship leadership and management. T2 trainer 2016 * He has led Spectacles pioneering Theatre in the Community work. * An accomplished actor, writer, workshop leader. * Written fourteen plays for the stage. * Led Spectacles award-winning partnership work with Parc Prison. * Directed Lazy Ant at The Shanghai International theatre festival in 2007 for Spectacle Theatre. * Awarded the Major Creative Wales Award for Drama in 2010, allowing him to explore how health conditions like ADHD and Autism impact on the creative process. * Trustee of Interlink RCT. He was a member of the South Wales Committee of the Arts Council of Wales for five years. * Welsh learner (WLPN) with the ability to work in the Welsh Language. |

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| **Finance administrator (Part Time)**  Role is to administrate finance and office systems. Works closely with the project manager and treasurer to ensure financial due diligence of the project. Line managed by the Creative Director  **Jennifer Hare BSc. (Hons.) Accounting and Finance, CIMA Dip. Ma**  Jenny studied Accounting and Finance in Swansea University and is a part qualified Chartered Management Accountant.  Her qualifications are:   * BSc. (Hons) Accounting and Finance * Part Qualified Chartered Management Accountant (CIMA) * Award in Education and Training (Level 3) * Young People Money Mentoring (Level 2)   She has a decade of experience working within the Third sector, in a Financial and Administrative role, as well as Company Secretary.  She is skilled in project management, budget management, record keeping, payroll and accounting software, Microsoft Office, event management, monitoring and evaluation, marketing and publicity, and facilitation.  She is the co-founder of Manage Money Wales CIC, a social enterprise that promotes financial resilience through education, training, and guidance.  She has training in:   * Emergency First Aid * Health and Safety * Data Protection and Privacy * Safeguarding Children and Vulnerable adults * Money Mentoring * Governance |

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| **Company Member**  Takes a lead role in thedelivery team. Focus on youth engagement and deliver sessions with community. Line managed by the Creative Director. Responsible for monitoring safeguarding.  **Carys Parry**   * Has worked extensively for Spectacle Theatre for the last twenty years leading on, many of its ground-breaking productions for young people. * A fluent Welsh speaker from the Rhondda. * BA Hons in Drama obtained from Loughborough University. Athletics coaching qualification – UK Athletics * Qualified P.T instructor. T * Training – Challenging Behaviour -understanding and addressing it (AUKC) * Mental Health First Aid Training * ACE training – St David’s adoption agency * Attachment styles and strategies – (AUKC) * PTLLS Level 3 qualification – CTC training   Silver medal winner for the Welsh Team, Commonwealth Games Delhi 2012 |

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| **Company Member**  Takes a lead role as part of the delivery team, focusing on community engagement and deliver sessions with youth and community. Line managed by the Creative Director. Responsible for monitoring safeguarding.  **Michelle Walker**  Qualified practitioner with 6+ years’ experience of Applied Arts, enhanced DBS certified. A fluent Welsh Speaker, brought up and educated in the Rhondda  Holds vehicle business insurance and pre-Covid 19 was responsible for chaperoning participants to and from sessions, events, and excursions.  Co-founded and Creative Practitioner - Unity Cymru Theatre: Community Arts based not-for profit organisation. Working in Cynon Valley communities over 4 years.   * Adult Support Worker- New Directions / The Wallach: supporting women in sheltered accommodation, living with addiction. Role included: hourly welfare checks and documentation, liaising with health care professionals including Crisis Team and psychiatrists, transportation and support of all medical appointments, housing support and implementation of therapeutic addiction techniques. * Ty Anwen: Mental Health Special Care Facility: supporting adults with serious and enduring mental health conditions. Role included: Care and support of vulnerable adults in secure setting. 1-4 hourly welfare checks depending on severity of mental health. Report writing, liaising with team and mental health professionals. Assistance with recovery strategies. * Youth Engagement Facilitator – Spectacle Theatre (adoption leave cover) Role included: facilitating workshops with young people as part of Creating Progress project, monitoring and evaluation, venue hire, risk assessments, 1-1 and group support, signposting. * Support Worker – Steppingstones: children’s residential support assisting with day-day care of vulnerable children and young people. Role included: writing care plans, reports, administering medication, home schooling, liaising with professional providers including social workers, counsellors, psychiatrists, and educational bodies., delivery of therapeutic art techniques. * Be Active Co-Ordinator - Spectacle theatre- Be Active RCT partnership. Role includes Co-ordinating, planning, delivery and evaluation of physical and wellbeing project Be Active, leasing with other project partners, analysis of results and report writing, creating, and devising activities for people of all ages in the community, particularly older people living in residential homes. During COVID altering services to digital platform and the provision of welfare packs and calls.   Identified skills and competencies:   * Bilingual * Restrain trained (Steppingstones in house training) * Medication training (Steppingstones in house training) * Food and Hygiene Level 2 (New Directions) * Mental Health First Aid * NSPCC Keeping children safe online |

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| **Freelance Staff**  **Enid Gruffudd**   * Qualified Athletics Coach - British Athletics, Qualified Coach in Endurance Running - British Athletics. Qualified Coach in the Biomechanics of Running * Head Coach for the Junior Running Club - Clwb Athletau Aberystwyth Athletics Club enabling club to go from 15 members to 103 * Running Coach for the C25K Ladies group * Disability Inclusion Officer - Clwb Athletau Aberystwyth Athletics Club * Supported the Club in being a more inclusive and in welcoming athletes with various disabilities, one who competes for Wales as a junior athlete. * Junior Race Director - Clwb Athletau Aberystwyth Athletics Club * Responsible for organizing, planning race routes, marketing and raising funds and prizes for 4 yearly Junior Welsh Athletics Races in Mid Wales * La Leche League Leader - (helping and supporting new mams with Breastfeeding in Mid Wales). * Fluent Welsh Speaker and translator. |

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| **Kacey Burch**  **Trainee Company Member**  Kacey Joined the company as a part time (25 hours) trainee, following a successful Kick Start placement. She is currently undertaking ‘on the job’ training as a part of the delivery team. Kacey first met the company whilst a pupil at school. Spectacle are looking to support Kacey to pursue a career in Community Arts within the valleys area. |

All services delivered in English or Welsh by experienced staff. They hold enhanced CRB certificates and receive training in Safeguarding at level three.

# Where are we going?

## Social Objectives

The valleys area of Wales is ranked highly in the Welsh Multiple Index of Deprivation. The area we deliver our services has many small areas of deep-rooted deprivation. Socio-economic deprivation is linked to worse educational outcomes in children, as well as negative impacts on physical, emotional, and mental health. Child poverty and unequal educational opportunities have been linked, with children who experience disadvantages growing up being less likely to gain qualifications in school and have poorer long term educational and economic prospects. This is known as the attainment gap and can be evidenced as early as primary school. If not addressed, it only grows over time and exacerbates existing inequalities. Housing, health inequalities and labour market disadvantages exacerbate the disadvantages already present with, for example, factors such as an inadequate environment in which to do homework making it harder to engage with the educational process and cultural barriers impacting the reach of certain interventions aimed at improving access to education. These poorer outcomes can have a cyclical impact on poverty with disadvantaged children experiencing further disadvantages as adults and then being less able to provide a good start in life for their own children.

[A review of evidence on socio-economic disadvantage and inequalities of outcome (summary) | GOV.WALES](https://gov.wales/review-evidence-socio-economic-disadvantage-and-inequalities-outcome-summary-html)

Spectacle believes that people are disadvantaged by how society is organised. We create ‘safe space’ to challenge perceptions and innovate ways to remove barriers that restrict life choices. We focus on changing attitudes, exclusive practice, and other obstacles that disadvantage people.

We transform lives by –

* Producing high quality professional theatre
* enabling people, economically and socially disadvantaged, to safely address what concerns them and their communities.
* engaging and motivating people, through accessible recreational arts activities.
* empowering marginalized people to have a voice and be heard.
* Co-creating and delivering programmes through partnership working.

Ecological and Climate Crisis objectives

By enabling people to access live professional theatre where they live, we reduce the ecological impact of travelling further afield. By co-producing work with local community groups and organisations, we can provide a people centred, bottom-up approach. This enables people with lived experience, people with additional learning needs, or complex needs to participate and have their voice heard. Project content enables the development of knowledge and local solutions to ecological and climate crisis challenges.

**Impact of Covid 19**

While current evidence is unclear on the impacts of the pandemic and the restrictions imposed on society on children’s development. We will carefully monitor and be aware of how inequalities could be worsened. Our practice of continuous consultation with young people and community groups, provides us with the opportunity to listen and adapt our services, appropriately and quickly.

# Business Objectives

Sustainability is the major goal. To achieve this Spectacle will undertake a restructuring of the company over the next three years. This to include

* Diversifying and strengthening the board of trustees
* Rebrand and re-naming of the company
* Succession plan for the current Creative Director
* Employing a Company Manager
* Employing a Publicity / Marketing / and liaison officer
* Undertake a feasibility study for new high street premises
* Undertake fundraising to support new strands of work and staff
* Develop wage structure

Spectacle will develop a new sales-based service. Spectacle will maintain the principal of free at the point of delivery for services.

* Educational schools’ provision for people who experience systemic disadvantage
* High street youth arts drop in provision
* Adult community theatre group
* Community Theatre Touring provision for the Valleys area
* Co-production with health and wellbeing groups

# Safeguarding Policy

**Aims**

The aim of Spectacle Theatre Ltd policies for safeguarding children, young people and vulnerable adults is to promote good practice:

* Providing children, young people and vulnerable adults with appropriate safety and protection.
* Allowing all staff and volunteers to make informed and confident responses to specific safeguarding issues.

**Policy for Safeguarding Children and Young People**

We strongly believe all children and young people have a right to protection from harm. All Spectacle staff understands their professional responsibilities to safeguard children and promote their welfare and are clear about actions they must take if they have concerns about a child’s welfare.

All organisations which make provision for children and young people must ensure that:

* The welfare of the child / young person is paramount.
* All children and young people, whatever their age, culture, disability, gender, language, racial origin, religious belief and/or sexual identity have the right to protection from abuse.
* All suspicion and allegations of abuse will be taken seriously and responded to swiftly and appropriately.
* All staff and volunteers have a responsibility to report concerns to the appropriate officer.

A child is defined by the Children Act 1989 as anyone less than 18 years of age. Everyone must follow the All Wales Child Protection Procedures 2008 and any Local Safeguarding Children Board protocols for promoting and safeguarding the welfare of children. They must know who to contact to express concerns about a child’s welfare.

**Spectacle Theatre Ltd believes that:**

* All child abuse contravenes children and young people’s rights.
* All children and young people have equal rights to protection from abuse and exploitation.
* The situation for all children and young people must be improved through promotion of their rights as set out in the UN Convention on the Rights of the Child. This includes the right to freedom from abuse and exploitation.
* Child abuse is never acceptable. We have a commitment to protecting children and young people with/ for whom we work.

When we work through partners, they have a responsibility to meet minimum standards for the safeguarding of children and young people in their programmes.

**Policy for Safeguarding Vulnerable Adults**

Protection from abuse should become an integral part of the policy and practice of all organisations working with, or meeting, vulnerable adults.

The broad definition of a vulnerable adult is:

‘A person who is 18 years of age or over, and who is or may be in need of community care services by reason of mental or other disability, age or illness and who is or may be unable to take care of him/herself, or unable to protect him/herself against significant harm or serious exploitation’

(Law Commission – Who decides? Making decisions on behalf of mentally Incapacitated adults 1997)

People with learning disabilities, mental health problems, older people and disabled people may fall within this definition. All vulnerable adults have a right to protection from harm.

We must ensure that:

All vulnerable adults, whatever their age, culture, disability, gender, language, racial origin, religious belief and/or sexual identity have the right to protection from abuse.

All suspicion and allegations of abuse will be taken seriously and responded to swiftly and appropriately.

All staff and volunteers have a responsibility to report concerns to the appropriate officer.

All partner agencies and organisations must co-operate with each other on issues relating to the identification, investigation, treatment and prevention of abuse of vulnerable adults.

Each agency has a responsibility to share information on a ‘need to know’ basis so that effective decisions can be made, and appropriate preventative action taken.

(The Inter-Agency Policy and Procedures for responding to Alleged Abuse and Inappropriate Care of Vulnerable Adults in South Wales).

**Spectacle Theatre Ltd believes that:**

All vulnerable adults have equal rights to protection from abuse and exploitation.

Abuse of vulnerable adults is never acceptable.

We have a commitment to protecting vulnerable adults with/for whom we work. When we work with partners, they have a responsibility to meet minimum standards for protection of vulnerable adults in their programmes.

**Core Values and Principles:**

Vulnerable adults have the right to privacy, dignity, independence, self-determination, choice, fulfilment and the maintenance of all the rights and entitlements associated with citizenship.

A person’s right to involvement in decision-making is promoted to the fullest capacity.

A person is enabled to protect him/herself from harm. Involvement of others significant to the person’s life is identified and supported.

The response is appropriate and only as intensive as the situation demands.

A vulnerable adult and the alleged abuser have the right to the protection of the law.

A vulnerable adult will have the opportunity and right to comment or complain about the service they receive.

Vulnerable adults will have the opportunity and right to independent advice and advocacy when they request it. This will also apply to those vulnerable adults who are incapable of making such a request but are deemed in need of such independent advice and advocacy.

The awareness and understanding of other agencies, organisations and the public is raised and with it, a commitment to respond.

**Spectacle Theatre Ltd Roles and Responsibilities**

Spectacle Theatre Ltd will appoint a designated lead person for safeguarding children and young people and a designated lead person for safeguarding vulnerable adults.

All staff are aware of their own safeguarding responsibilities and can identify the designated lead persons.

All staff attend core training on safeguarding children and young people and/or safeguarding vulnerable adults, as appropriate.

All staff adhere to the safeguarding procedures and good practice guidelines.

Spectacle Theatre Ltd board of trustees will review these policies annually.

**DEFINITIONS OF ABUSE – Children and Young People**

The term child abuse is used to describe ways in which children and young people are harmed, usually by adults and often by those they know and trust.

There are four main types of abuse, though a child may experience more than one kind at any one time.

**Physical Abuse** - Occasions when parents, carers, adults or other children deliberately inflict injuries on a child or knowingly do not prevent such injuries. It includes injury caused by hitting, shaking, biting, burning, giving children alcohol, inappropriate drugs or poison and attempts to drown or suffocate them.

**Emotional abuse** – Occasions when adults fail to show children and young people due care and attention or threaten, use sarcasm, taunt or shout at a child / young person causing loss of self-confidence or self-esteem. These may also occur when an adult repeatedly ignores or fails to respond to a child’s progress or places unrealistic pressure to perform to high expectations constantly.

**Neglect** – Occasions where adults fail to meet a child / young person’s essential needs, such as adequate food, warmth, clothing and medical care. It also includes occasions where children and young people are left alone without proper supervision.

**Sexual Abuse** – Occasions where males and females use children and young people to meet their own sexual needs.

**DEFINITIONS AND INDICATORS OF ABUSE – Vulnerable Adults**

**Physical Abuse** – includes hitting, slapping, pushing, and misuse of medication, undue restraint or inappropriate sanctions.

Possible indicators include: multiple bruising, which is not consistent with the explanation given; cowering and flinching; unusually sleepy or docile.

**Sexual Abuse** – includes rape and sexual assault or sexual acts to which the vulnerable adult has not, or could not, consent and/or was pressured into consenting. Possible indicators include unexplained and uncharacteristic changes in behaviour; excessive washing; deliberate self-harm.

**Psychological Abuse** – includes threats of harm or abandonment, humiliation, verbal or racial abuse, isolation or withdrawal from services or supportive networks. Possible indicators include anxiety, confusion or general resignation; loss of confidence; excessive or inappropriate craving for attention.

**Financial Abuse** – includes theft, fraud, pressure around wills, property or inheritance, misuse or misappropriation of benefits.

Possible indicators include unexplained or sudden inability to pay bills; sudden withdrawal of money from accounts; personal possessions going missing.

Neglect and/or Acts of Omission – includes failure to access medical care or services, failure to give prescribed medication, poor nutrition or lack of heating. Possible indicators include poor hygiene and cleanliness; repeated infections; reluctant contact with health and social care agencies.

Whilst not classified as an individual category of abuse, racial and homophobia motivated abuse can take any of the above forms and needs to be noted. Domestic Abuse is a serious crime and must be treated as such.

Victims of domestic abuse may also be vulnerable adults within the meaning of the Adult Protection procedures.

**Good Practice Guidelines**

All staff and volunteers should be actively encouraged to demonstrate exemplary behaviour in order to protect themselves from false allegations.

The following are practical examples of how to create a positive, non-threatening culture and climate.

**Promoting Good Practice**

Abuse, particularly of a child, can arouse strong emotions in those facing such a situation. It is important to understand those feelings and not allow them to interfere with your judgement about the appropriate course of action to take.

Abuse can occur within many situations including the home, school, sports or arts environment or a social care setting. Some individuals will actively seek employment or voluntary work with vulnerable people in order to harm them.

A coach, instructor, teacher, mentor or volunteer will have regular contact with vulnerable people and be an important link in identifying cases where they need protection. All suspicious cases of poor practice should be reported following the guidelines in this document.

***Good practice means:***

Always working in an open environment e.g. avoiding private or unobserved situations.

Being aware of personal space and keeping an appropriate distance.

Treating all vulnerable people with respect and dignity.

Always putting the welfare of vulnerable people first.

Building balanced relationships based on mutual trust, which empowers vulnerable people to share in the decision-making process.

Being an excellent role model e.g. not smoking or drinking alcohol in the company of children and young people.

Securing parental consent in writing to act in loco parentis, if the need arises to administer emergency first aid and / or other medical treatment to children or young people.

Keeping a written record of any injury that occurs or any extraordinary situation.

Attaining written consent if staff / volunteers are required to transport children and young people in their cars.

**Spectacle Theatre Ltd Code of Conduct for Working with Vulnerable People**

Staff and volunteers must never:

Hit or otherwise physically assault or abuse vulnerable people.

Develop physical, sexual relationships with vulnerable people.

Develop relationships with vulnerable people, which could in any way be deemed inappropriate or exploitative.

Act in ways that may be abusive or place vulnerable people at risk of abuse.

Use language, make suggestions or offer advice, which is inappropriate, offensive or abusive.

Behave in an inappropriate or sexually provocative manner.

Allow vulnerable people, with whom they are working, with to stay overnight at their home unsupervised.

Sleep in the same room as vulnerable people on residential experiences.

Do things of a personal nature that vulnerable people can do for themselves.

Condone, or participate in the behaviour of vulnerable people, which is illegal, abusive or unsafe.

Intentionally act in ways intended to shame, humiliate or degrade vulnerable people.

Discriminate against, show differential treatment, or favour individuals to the exclusion of others.

**IT IS VITAL FOR ALL STAFF & VOLUNTEERS IN CONTACT WITH VULNERABLE PEOPLE TO:**

Be aware of situations which may present risks.

Plan and organise the work and the workplace to minimise risks.

Ensure that a culture of openness exists to enable any issues of concern to be discussed.

Ensure that a sense of accountability exists between staff so that poor practice or potentially abusive behaviour does not go unchallenged.

Empower vulnerable people – discuss their rights, what is acceptable and unacceptable, and what to do if there is a problem.

PREVENTION OF ABUSE – DEVELOPING POSITIVE SERVICE CULTURES & GOOD PRACTICE

Wherever possible, abuse must be prevented. Creating ‘safe care’ or support for vulnerable people involves a holistic approach, which is centred upon the needs of the cared-for/supported person. It also recognises that this will only be achieved through effective recruitment, induction, support, training and management of staff.

Staff are encouraged to be alert and to feel confident about reporting abuse. Staff who make confidential disclosures or ‘whistle-blow’ are supported and protected.

Staff are knowledgeable about signs and causes of abuse in both community and service settings. Detailed knowledge and understanding of procedures are underpinned by appropriate and ongoing training and support.

Thorough and credible records are kept and regularly checked.

A good balance is maintained between confidentiality and positive information sharing.

**What we will Do:**

Spectacle Theatre Ltd will meet our commitment to protect vulnerable people from abuse through the following means:

Awareness: We will ensure that all staff and volunteers are aware of the issues of safeguarding and the risks to vulnerable groups.

Prevention: We will ensure, through awareness and good practice, that all staff and volunteers minimise the risks to vulnerable people.

Reporting: We will ensure that all staff and volunteers are clear what steps to take where concerns arise regarding the safety of vulnerable people.

Responding: We will ensure that action is taken to support and protect vulnerable people where concerns arise regarding possible abuse.

RESPONDING TO ALLEGATIONS OR SUSPICIONS

It is not the responsibility of anyone working in Spectacle Theatre Ltd, in a paid or unpaid capacity, to decide whether abuse has taken place. There is, however, a responsibility to act on any concerns and report them to the designated lead person, at Spectacle Theatre Ltd, who will then contact the appropriate authorities.

Spectacle Theatre Ltd will assure all staff / volunteers that it will fully support and protect anyone, who in good faith reports his or her concerns that a colleague is, or may be, abusing a vulnerable person.

Where there is a complaint made, there may be three types of investigation:

* A criminal investigation.
* A safeguarding investigation.
* A disciplinary or misconduct investigation.

The result of the police and safeguarding investigation may well influence the disciplinary investigation, but not necessarily.

**Confidentiality**

Every effort must be made to ensure that confidentiality is maintained for all concerned. Information should be handled and disseminated on a need to know basis only. Information must be stored in a secure place with limited access to designated people, in line with data protection.

**Independent Safeguarding Authority (ISA) and Disclosure and Barring Service Checks**

The Independent Safeguarding Authority barring lists act as a workforce ban on those individuals who have harmed children, young people or vulnerable adults in their care. They add an extra layer of protection to pre-employment processes alongside Disclosure and Barring Service checks. Employers will be able to check applicants against the ISA lists. There is a list for working with children and young people and a separate list for working with vulnerable adults.

A risk assessment will be carried out for each post within Spectacle Theatre Ltd to determine whether a DBS check is required for the post-holder. As good practice, Spectacle Theatre staff will be DBS checked annually.

# Spectacle Theatre Ltd – Digital Online Practice Policy

Remote Working with Children, Young People and Vulnerable Adults

Date Reviewed

Next Review Date

Purpose

These guidelines outline the conduct Spectacle Theatre Ltd expect from all staff and volunteers. This includes trustees, freelance worker, students on placement and anyone who is undertaking duties for Spectacle Theatre Ltd whether paid or unpaid.

The guidelines aim to help us protect children and young people from abuse and reduce the possibility of unfounded allegations being made.

Spectacle Theatre Ltd is responsible for making sure everyone taking part in our services has seen and understood and agreed the guidelines for digital platforms.

The guidelines should be read in partnership with Spectacle Theatre Ltd Safeguarding Policy and Procedure.

Working From Home

• When working from home all staff will have their own accounts to access emails and log in to access files.

• Young people and vulnerable adults’ details will only be kept on staff computers in keeping with current policy.

• Young people’s photos and videos will be kept and shared with the consent of parents/ carers in keeping with our current policy. Where they are no longer relevant to work practices, they will be deleted.

• Staff will always lock computers or documents with sensitive information when away from their desks. All computers are pass worded for protection.

Communication

• When contacting young people/vulnerable adults, wherever possible staff will use closed social media groups set up solely for work purposes (which are monitored) to speak with young people.

• Staff will not follow young people’s personal social media accounts and only invite young people/vulnerable adults to Spectacle Theatre Ltd social media accounts.

• Staff will speak directly to parents/carers, especially when the young person is under 18 to seek consent for activities.

• Staff should clearly indicate the hours they are working so that young people can contact them at the appropriate time; accepting that given the nature of the work this will include evening times.

• If Spectacle Theatre Ltd staff members receive content from a young person, which they believe is inappropriate or puts the young person at risk, they shouldn’t delete it but immediately contact their Line Manager who will follow safeguarding procedure (see main safeguarding policy).

Communication Via Digital Platforms

• When communicating with young people and vulnerable adults, staff will use official accounts and ensure that the personal number of young people are not shared.

• Staff (including freelance staff or volunteers who have been DBS checked) will be the only adults present in digital platform sessions.

• All parents will be informed of the platforms to be used and the dates and times of sessions and the adults who will be on these platforms.

• Staff will set clear guidelines of engagement for parents, young people & vulnerable adults for working on digital platforms and these will be sent out in advance of the sessions.

• Staff will also remind young people that this is not a private space and that whatever they share online will be seen by the group.

• Any young person who does not adhere to the guidelines will be removed from the session and a discussion with the young person/parents and carers will happen before they can re-engage.

• Sessions will only be recorded with advance notice given to all participants and agreement obtained

Receiving a Disclosure Online or Via Mobile Phone

We recognise that at times, members may disclose information to staff via text, calls or via digitally. When this occurs then staff should follow Spectacle Theatre Ltd Safeguarding Policy and Procedures.

Steve Davis 01 05 2020

# Spectacle Theatre Ltd volunteering policy

This policy sets out the broad principles for voluntary involvement in Spectacle Theatre Ltd. It is of relevance to all within the organisation, including volunteers, staff, members, and those elected or appointed to positions of responsibility.

This policy is endorsed by the Board of Spectacle Theatre Ltd and will be reviewed annually, to ensure that it remains appropriate to the needs of Spectacle Theatre Ltd and its volunteers.

Commitment

Spectacle Theatre Ltd recognises the right that people have to participate in the life of their communities through volunteering. It also acknowledges that volunteers contribute in many ways, that their contribution is unique, and that volunteering can benefit users of services, staff, local communities and the volunteers themselves.

Spectacle Theatre Ltd values the contribution made by volunteers and is committed to involving volunteers in appropriate positions and in ways which are encouraging, supportive and which develop volunteering.

**Volunteering policy**

Spectacle Theatre Ltd recognises its responsibility to arrange its volunteering efficiently and sensitively so that the valuable gift of the volunteer's time is best used to the mutual advantage of all concerned.

**Definition**

Volunteering is an important expression of citizenship as well as an important component of democracy. Volunteers are people who, unpaid and of their own free will, contribute their time, energy and skills to benefit the community.

**Statement of values and principles**

Volunteering is a legitimate and crucial activity that is supported and encouraged by Spectacle Theatre Ltd and is not intended to be a substitute for paid employment. The role of volunteers complements but does not replace the role of paid staff. Appropriate steps will be taken to ensure that paid staff are clear about the role of volunteers, and to foster good working relationships between paid staff and volunteers.

Volunteers will not be used during times of industrial action to do the work of paid staff.

The volunteer role is a gift relationship, binding only in honour, trust and mutual understanding. No enforceable obligation, contractual or otherwise, can be imposed on volunteers to attend, give or be set a minimum amount of time to carry out the tasks involved in their voluntary activity. Likewise the organisation cannot be compelled to provide either regular work or payment or other benefit for any activity undertaken by the volunteer.

Although volunteers offer time freely and willingly without binding obligation, there is a presumption of mutual support and reliability. Reciprocal expectations are acknowledged – both of what the organisation expects of volunteers and what volunteers expect of the organisation.

Volunteer Co-ordination

All volunteers will have a nominated member of staff or volunteer to offer guidance and advice to help the volunteer carry out tasks effectively. Volunteers will be informed of who to contact to receive support and supervision.

‘Volunteer co-ordination’ will be explicitly referred to in all relevant job descriptions within the organisation.

The nominated post holder with overall responsibility for the development of voluntary activities within the organisation is Steve Davis , the Theatre Manager . This person is responsible for the management and welfare of the organisation's volunteers

**Recruitment & Selection**

Spectacle Theatre Ltd is committed to equal opportunities and believes that volunteering should be open to all regardless of race, gender, religion, sexual orientation, political beliefs or offending background that does not create a risk to vulnerable groups including children. The acceptance of volunteer assistance for a particular role is made on merit, the sole selection criterion being the individual's suitability to carry out agreed tasks. Information about the volunteer not relevant to the performance of the volunteering tasks concerned will be disregarded by the organisation in terms of recruitment and selection.

Volunteering opportunities will be widely promoted in ways that makes them accessible to all members of the community.

Volunteers who are considered unsuitable for a particular task will either be offered alternative voluntary involvement with the organisation or referred to the nearest Volunteer Centre.

All volunteers will be asked to produce two references and will be invited to attend an informal interview. If the volunteer will be working with vulnerable groups (children and/or adults) there may be other safer recruitment procedures carried out including asking a volunteer to undergo an enhanced Disclosure and Barring Services (DBS) check. More detailed information will be made available specific to legislative requirements and to the particular volunteer position. Volunteers will have a clear and concise task description, which will be subsequently reviewed every six months. The task description will be prepared in conjunction with the volunteer and the designated person referred to above.

New volunteers will be properly inducted into the organisation. Volunteers will be properly briefed about the activities to be undertaken and given all the necessary information to enable them to perform with confidence.

**Training & Development**

All volunteers will be made aware of and have access to all the organisation's relevant policies, including those relating to volunteering, health & safety, safeguarding vulnerable groups and equal opportunities. The development of training and support for volunteers is a high priority for the organisation in order to equip them with the necessary information and skills to carry out their tasks. It will be the responsibility of the designated person referred to above to see that this training is provided. It is the responsibility of the volunteer to attend relevant training.

Training in the management of volunteers will be provided for those staff with direct responsibility for same.

**Support, Supervision and Recognition**

Volunteers will have a named person to whom they can take their volunteering concerns and seek guidance and support. Volunteers will have access to regular support and supervision. This will enable both the volunteer and the supervisor to identify, monitor and evaluate the volunteer's involvement, recognise achievements and identify individual training needs, including that relevant to their particular volunteering role and to their wider personal development. The frequency, duration and format of these sessions will be negotiated between the volunteer and the designated officer referred to above. Volunteers will be given the opportunity, where relevant, to share their views and opinions with the organisation's wider staff, at staff meetings etc.

A process will be developed in order to give formal recognition of the contribution of the organisation's volunteers (e.g. internal awards, articles in newspapers and newsletters, thank you letters etc.) or outline any existing process.

**Expenses**

Spectacle Theatre Ltd recognises that the reimbursement of expenses incurred in traveling to and from the place of volunteering or in the course of volunteering is important from an equal opportunities point of view. This is necessary to ensure that all individuals have access to voluntary opportunities.

The organisation's volunteers are able to claim reasonable out of pocket expenses, subject to the production of receipts as evidence of the expenditure. What can be reclaimed from the organisation and the calculation of expenses will be explained to the volunteer before they start any activity likely to give rise to expenses.

The organisation has a consistent approach to the reimbursement of expenses which are the same for volunteers, staff, etc. and are as approved by the Inland Revenue. It is the responsibility of the designated person referred to above to make volunteers aware of the procedure for the reimbursement of expenses.

**Insurance**

The organisation's liability insurance policies include the activities of volunteers and liability towards them. The organisation does not insure the volunteer's personal possessions against loss or damage

**Confidentiality**

The organisation will advise the volunteer on its confidentiality policy and procedures, where relevant. This would include those relating to personal information held by the organisation relating to the volunteer.

**Settling Differences**

The organisation aims to treat all volunteers fairly, objectively and consistently. The organisation seeks to ensure that volunteers' views are heard, noted and acted upon promptly and aim for a positive and amicable solution based on the organisation's guidelines for settling differences.

The designated officer referred to above is responsible for handling problems regarding volunteer complaints or conduct and these should be referred to him/her. In the event of a problem, all relevant facts should be obtained as quickly as possible. Support will be provided by the organisation to the volunteer while it endeavours to resolve the problem in an informal manner. If an informal resolution proves impossible, the organisation's wider disciplinary, grievance or complaints policies and procedures (which include volunteers) will be referred to.

**Rights and Responsibilities**

The organisation recognises the rights of volunteers to:

o knows what is (and what is not) expected of them

o Have adequate support in their volunteering

o Receive appreciation

o Have safe working conditions

o Be insured

o Know their rights and responsibilities if something goes wrong

o Receive relevant out-of-pocket expenses

o Receive appropriate training

o be free from discrimination

o be offered the opportunity for personal development

The organisation expects volunteers to:

o be reliable

o be honest

o respect confidentiality

o make the most of training and support opportunities

o carry out tasks in a way that reflects the aims and values of the organisation

o work within agreed guidelines

o respect the work of the organisation and not bring it into disrepute

o comply with the organisation's policies

Further information

WCVA

www.wcva.org.uk/volunteering

Local Volunteer Centre

[www.volunteering-wales.net](http://www.volunteering-wales.net)

# Health and Safety Policy 2023-2024



|  |  |
| --- | --- |
| Health and safety law poster is displayed at (location) | Company Office |
| First-aid box is located: | Company Office / Van |
| Accident book is located: | Company Office / Company Van |

# Independent Theatre Council Code of Conduct for Performers Working in Schools

**Aims**

These guidelines are designed to highlight safety issues, prepare the company members for situations that may arise when working with children and enable them to feel confident and act professionally in the school environment.

**Company Vehicle**

* Drive very slowly on the school premises and make sure some members of the company accompany the van on foot whenever it is in motion. Take particular care when reversing.
* If you don’t know where to go it is better to stop the van and send someone into the school on foot rather than drive around the school grounds.
* When parking (even if only temporarily to find out where to go or unload) never obstruct fire exits. Once the van is unloaded park it in the car park as directed by the school.
* Keep the van always locked on the school premises.
* Never give a pupil a lift in the company vehicle.

**The Performers and Preparation Space**

* The company should try to make sure that the performance space is ‘out of bounds’ to the children until the performance is ready to begin.
* Do not accept help from the children with the set or preparation. They should not be in the performance space.
* Once the performance space is set up carry out a health and safety check before allowing the children to be let in. (A risk assessment checklist is included in this pack)
* Company members should stay in the performance and preparation area and avoid wandering around the school.
* Find out where the staff toilets are-never use the children’s toilets.
* Make sure you use a private and, if possible, lockable changing area.

**Conduct Around the School**

* Do not smoke anywhere on the school premises (including the van).
* Alcohol and recreational drugs should not be taken onto school premises under any circumstances and company members should not consume alcohol before arriving at the school.
* Prescribed drugs should be kept hidden and out of reach of the children (e.g. in the locked van)
* Move around the school quietly- avoid shouting, loud laughter, slamming doors any unnecessary noise. It is a good idea to turn off any music in the van when arriving on school premises.
* Make sure language and conversation is appropriate.
* Wherever possible find out and follow school procedures (e.g., signing in).
* Ensure your actions do not conflict with school rules (e.g. some schools do not allow sweets, chewing gum etc)
* You are an ambassador for the Company and a role model for the children: make sure everything about you reflects this.
* Take responsibility for clearing up completely after the show. Take any rubbish with you.
* Report any accidents or breakages immediately.
* Company members should wear badges bearing the Company logo and their own name whilst on the school premises (except while wearing their costumes).

**Conduct with the Children**

* Treat all children and young people with respect (e.g., don’t automatically laugh at something a child says to you – they may not have intended it to be funny). Listen to them carefully.
* Never work or perform without the presence of teachers.
* Avoid being left alone with a single child.
* Do not initiate any physical contact with children – it should not be necessary. If the nature of your workshop activities requires any physical contact with the children, this should be discussed with their teachers in advance.
* If a child initiates physical contact (e.g., approaches you for a hug) deflect them if possible (e.g. offer them a hand shake).
* Do not encourage children to sit on your knee (sit beside them).
* You are not in the school in a disciplinary capacity (leave that to the teachers).
* Never reprimand or shout at a child.
* Avoid getting involved in issues that arise amongst the children (e.g., don’t try to break up a fight). If a child informs you of a problem, tell a member of the teaching staff. Don’t hang around while the teacher deals with the situation.
* If a child has an accident you are not responsible for administering first aid – find a member of the school staff to deal with it.
* Occasionally the work you are doing in the school (e.g., issues around bullying or drugs) may give rise to children approaching you with their problems. Without being dismissive try to avoid becoming involved. Do not agree to keep the issue secret and encourage them to tell a teacher or parent.
* If something a child tells you leads you to suspect, they are being abused you are obliged to report it (initially to a teacher).
* If you become involved in any situation with a child that concerns, you inform your Company Manager as soon as possible.
* Maintain professional behaviour always.

# Performance/ Workshop Space Risk Assessment – Company Checklist

Health and safety are the responsibility of the whole company, but it is practical to appoint one member of the company to carry out this simple risk assessment check before the children are admitted to the performance space.

Lighting – set up properly and safety chains attached

Cables – all gaffer-taped down or protected by cable mats away from seating area

Gangways between seats clear

Fire exits not obstructed

Fire exit lights working and not covered

Fire drill – make sure all the company are ware of procedure

Fire extinguishers, buckets and blankets – make sure all the company know where they are

Staging – secured properly

Scenery properly erected and secured

Floor cloth (if any) gaffer-taped down

Ropes – not hanging lose

Floors – clean and dry

Ladders – removed and stored safely

Spare equipment – removed and stored safely

Sharp objects (scissors, knives) packed away safely

Dangerous substances (e.g., glue) stored away safely.

Personal belongings cleared and locked away

Radiators and heating sources clear (no equipment stored against them)

Rubbish cleared away

Sound check completed (NB loud amplified sound and feedback can damage young ears

Ensure no member of the company is smoking

Make sure children cannot get access back stage (if this is impossible inform teachers of the danger)

Audience filing –in process agreed with teachers

NB: - All scenery, props and costumes should be fire-proofed.

* All portable electrical appliances should be PAT-tested

# Spectacle Theatre Equal Opportunities Policy

The aim of this policy is to communicate the commitment of the board of trustees and members to the promotion of equality of opportunity in Spectacle Theatre Ltd

It is our policy to provide equality of membership to all, irrespective of:

* gender, including gender reassignment
* marital or civil partnership status
* having or not having dependents
* religious belief or political opinion
* race (including colour, nationality, ethnic or national origins, being an Irish traveller)
* disability
* sexual orientation
* age
* Pregnancy and maternity

We are opposed to all forms of unlawful and unfair discrimination. All members of the organisation will be treated fairly and will not be discriminated against on any of the above grounds. Decisions on membership, selection for office, training or any other benefit will be made objectively, without unlawful discrimination, and based on aptitude and ability.

We recognize and accept that the Equality Act 2010 makes it unlawful for staff to discriminate directly or indirectly or harass customers or clients because of the protected characteristics of disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, and sexual orientation in the provision of goodsand services. Although discrimination in goods and services because of age is not yet covered by the Equality Act 2010, we include it as a matter of good practice.

We allow for the concept of associative discrimination, defined in the Equality Act 2010, which is where an individual is directly discriminated against or harassed for association with another individual who has a protected characteristic (although this does not cover harassment because of marriage and civil partnership, and pregnancy and maternity).

We recognise that the provision of equal opportunities in all our activities will benefit the organisation. Our equal opportunities policy will help members to develop their full potential and the talents and resources of the members will be utilised fully to maximise the effectiveness of the organisation.

Spectacle Theatre Ltd recognises that there is a statutory duty under British Law to implement equality of opportunities. This policy takes into consideration the changes to legislation under the Equality Act 2010. We are ensuring compliance with current legislation through our management association the Independent Theatre Council. Legislation is in force for England and Wales, parts of Scotland but not Northern Ireland, which provides a legal framework for implementing equal opportunities in society. Current legislation is attached to this document and will be reviewed at the Annual General Meeting of the company. This applies to all employees, applicants for employment, volunteers and members of the group alike.

We recognise that perceptive discrimination is covered in the Equality Act 2010 and defined as follows. Perceptive discrimination is where an individual is directly discriminated against or harassed based on a perception that he or she has a protected characteristic when he or she does not, in fact, have that protected characteristic (although this does not cover harassment because of marriage and civil partnership, and pregnancy and maternity).

We recognize that third party harassment is covered by the Equality Act 2010

And is defined as follows; Third-party harassment occurs where an employee is harassed, and the harassment is related to a protected characteristic (although this does not cover harassment because of marriage and civil partnership, and pregnancy and maternity), by third parties such as clients or customers. For an employer to be liable, the harassment must have occurred on at least two previous occasions; it must be aware that the previous harassment has taken place; and it must have failed to take reasonable steps to prevent harassment from happening again.

We recognize that victimization is covered by the Equality Act 2010 and is defined as; Victimization occurs when an employee is subjected to a detriment, such as being denied a training opportunity or a promotion because he or she made or supported a complaint or raised a grievance under the Equality Act 2010, or because he or she is suspected of doing so, or being about to do so.

Spectacle Theatre Ltd is committed to the principles and practice of Equality. Spectacle Theatre Ltd values the diversity of the local population. We want our services, facilities and resources to be accessible and useful to every citizen regardless of gender, age, ethnic origin, religious belief, disability, marital status, sexual orientation, or any other individual characteristic which may unfairly affect a person’s opportunities in life.

**Equality commitments**

We are committed to:

* promoting equality of opportunity for all persons
* promoting a good and harmonious learning environment in which all men and women are treated with respect and dignity and in which no form of intimidation or harassment is tolerated
* preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment and victimisation
* fulfilling all our legal obligations under the equality legislation and associated codes of practice
* complying with our own equal opportunities policy and associated policies
* taking lawful affirmative or positive action, where appropriate
* breaches of our equal opportunities policy will be regarded as misconduct and could lead to termination of membership

**Implementation**

The Chair and Board of trustees have specific responsibility for the effective implementation of this policy. We expect all members to abide by the policy and help to create the equality environment which is its objective.

To implement this policy, we shall:

* Communicate the policy to members by issuing an induction pamphlet to all existing, and new members
* Spectacle Theatre Ltd will endeavour through appropriate training to ensure that it will not consciously or unconsciously discriminate in the selection or recruitment of applicants for membership of the board or employees of the company.
* Incorporate specific and appropriate duties in respect of implementing the equal opportunities policy into roles and responsibilities of committee members
* Incorporate equal opportunities notices into general communications practices (e.g. announcements, annual report at annual general meeting, notices and newsletters). This policy will be read out to all members at each annual general meeting
* Ensure that adequate resources are made available to fulfil the objectives of the policy

**Monitoring and Review**

We will establish appropriate information and monitoring systems to assist the effective implementation of our equal opportunities policy. The effectiveness of the equal opportunities policy will be reviewed regularly (at least annually) and action taken as necessary.

**Complaints**

Members who believe that they have suffered any form of discrimination, harassment or victimisation are entitled to raise the matter through the agreed procedures. A copy of these procedures is available from the Chair of the Board of trustees. All complaints of discrimination will be dealt with seriously, promptly and confidentially.

Every effort will be made to ensure that members who make complaints will not be victimised. Any complaint of victimisation will be dealt with seriously, promptly and confidentially. Victimisation will result in disciplinary action and may warrant dismissal.

Complaints from members of the public will be dealt with under agreed procedures (a copy of these procedures is available from Business development manager.

# Spectacle Theatre Welsh Language Policy

**Aims**

Spectacle Theatre acknowledges the importance of the Welsh Language in the artistic and cultural life of Wales. Within the constraints of funding the company will endeavour to promote and develop the Welsh language in the arts.

Within Spectacle Theatres community there is a growing welsh speaking community and an increasing demand for work through the medium of Welsh.

The company is committed to respond to that demand through the creation of Theatre productions and workshops through the medium of Welsh. We operate as a bi-lingual company. Our aim is to respond in the language we are spoken to. The area we operate in is bilingual and to this end we deliver work in both languages.

**Service Delivery**

We will endeavour to employ actors, stage managers that are bi-lingual for all productions.

When appropriate English language theatre productions workshops will be accompanied by Welsh language workshops.

When recruiting all staff linguistic ability will be a consideration.

Non - welsh speaking office staff will receive training in responding to phone calls in welsh.

For welsh language productions, a Welsh speaking tour administrator will be employed for the duration of the project.

All official information displayed on stationary or marketing materials will be produced in both Welsh and English.

The company’s logo will be bi-lingual in character and appear on all marketing materials.

The company will encourage and support members of staff who wish to learn or improve their Welsh.

There will be Welsh speaking members of the board who are nominated to and committed to ensuring the company s Welsh language policy is implemented.

# Spectacle Theatre Ltd Environmental Policy

Spectacle Theatre Ltd is a Limited Company and charity who organise theatre productions for local audiences in Wales, England and Europe. These productions present both social and community themes and allow the audiences to enter discussion after each performance. This allows opportunities for them not just to engage with the audiences but also helps with the understanding of the issues raised. They are committed to improving their environmental management and performance. Spectacle Theatre Ltd acknowledges the connection between the climate and other environmental crises and the threat of current and future homelessness, disease, food and water shortages and poverty for millions of people around the world, as well as the major damage being caused to our natural eco-systems.

It therefore recognises its responsibility to reduce its carbon and environmental footprints and formally commits itself to be an environmentally responsible charity.

Of the services that we offer, transport is our most significant environmental impact. Having said this, because our performances also include a strong social and environmental theme, they also have a positive impact particularly in respect of environmental and climate change issues. Additionally, we seek as a company to reduce the impact of our carbon footprint at every possible opportunity.

This policy is fully endorsed by the board of Spectacle Theatre Ltd; furthermore, it has been clearly communicated to all employees through company induction and company meetings.

To take this forward it commits to the following actions:

**Management**

1. Spectacle Theatre Ltd mandates the CEO to take executive responsibility for taking forward and implementing this commitment.

They are also requested to report annually on progress made, including statistical information. This report to include where appropriate information on Spectacle theatre Ltd annual:

* Energy carbon footprint
* Electricity
* Water
* Transport fuel
* Gas
* Total waste production
* % of waste recycled
* Total paper consumption
* % Recycled paper
* % Renewable energy used
* Any other relevant environmental criteria.

This annual environmental report will be presented at the Annual General Meeting.

2. Spectacle Theatre Ltd annual impact statement will include a summary of this annual environmental audit of the charity.

3. Progress on improvement of Spectacle Theatre Ltd environmental performance will be a standard item at Quarterly Trustee meetings

4. All staff contracts will include a clause stating that staff will be expected to help Spectacle Theatre Ltd in carrying out its aim of being an environmentally responsible organisation, in how they carry out their day-to-day duties.

5. Induction procedures for new staff will include information on the charity’s environmental practices.

6. Spectacle Theatre Ltd, where appropriate will seek to have relevant environmental clauses included in any future contracts agreed with outside bodies.

7. Spectacle Theatre Ltd will include environmental responsibility training in any future staff training programmes, especially for those involved in providing advice to vulnerable clients.

8. Spectacle Theatre Ltd will observe existing environmental legislation as a minimum standard and seek to out-perform current legislative requirements where practical.

9. Spectacle Theatre Ltd will develop and maintain a sustainable transport policy for their staff, seeking to reduce unnecessary travel and making the transport that is necessary as sustainable as possible and will monitor progress annually.

Review – This environmental policy shall be reviewed annually upon its adoption.

# Data Protection Policy

1. Introduction

***Spectacle Theatre Ltd*** needs to collect and use certain types of information about the Individuals or Service Users who come into contact with Spectacle Theatre Ltd in order to carry on our work. This personal information must be collected and dealt with appropriately whether is collected on paper, stored in a computer database, or recorded on other material and there are safeguards to ensure this under the Data Protection Act 1998.

**2. Data Controller**

***Spectacle Theatre Ltd*** is theData Controller under the Act, which means that it determines what purposes personal information held, will be used for. It is also responsible for notifying the Information Commissioner of the data it holds or is likely to hold, and the general purposes that this data will be used for.

3. Disclosure

***Spectacle Theatre Ltd*** may share data with other agencies such asthe local authority, funding bodies and other voluntary agencies.

The Individual/Service User will be made aware in most circumstances how and with whom their information will be shared. There are circumstances where the law allows Spectacle Theatre Ltd to disclose data (including sensitive data) without the data subject’s consent.

These are:

1. Carrying out a legal duty or as authorised by the Secretary of State
2. Protecting vital interests of an Individual/Service User or other person
3. The Individual/Service User has already made the information public
4. Conducting any legal proceedings, obtaining legal advice or defending any legal rights
5. Monitoring for equal opportunities purposes – i.e. race, disability or religion
6. Providing a confidential service where the Individual/Service User’s consent cannot be obtained or where it is reasonable to proceed without consent: e.g. where we would wish to avoid forcing stressed or ill Individuals/Service Users to provide consent signatures.

***Spectacle Theatre Ltd*** regards the lawful and correct treatment of personal information as very important to successful working, and to maintaining the confidence of those with whom we deal.

***Spectacle Theatre Ltd*** intends to ensure that personal information is treated lawfully and correctly.

To this end, Spectacle Theatre Ltd will adhere to the Principles of Data Protection, as detailed in the Data Protection Act 1998.

Specifically, the Principles require that personal information:

1. Shall be processed fairly and lawfully and shall not be processed unless specific conditions are met,
2. Shall be obtained only for one or more of the purposes specified in the Act, and shall not be processed in any manner incompatible with that purpose or those purposes,
3. Shall be adequate, relevant and not excessive in relation to those purpose(s)
4. Shall be accurate and, where necessary, kept up to date,
5. Shall not be kept for longer than is necessary
6. Shall be processed in accordance with the rights of data subjects under the Act,
7. Shall be kept secure by the Data Controller who takes appropriate technical and other measures to prevent unauthorized or unlawful processing or accidental loss or destruction of, or damage to, personal information,
8. Shall not be transferred to a country or territory outside the European Economic Area unless that country or territory ensures an adequate level of protection for the rights and freedoms of Individuals/Service Users in relation to the processing of personal information.

***Spectacle Theatre Ltd*** will, through appropriate management and strict application of criteria and controls**:** Observe fully conditions regarding the fair collection and use of information

* Meet its legal obligations to specify the purposes for which information is used
* Collect and process appropriate information, and only to the extent that it is needed to fulfill its operational needs or to comply with any legal requirements
* Ensure the quality of information used
* Ensure that the rights of people about whom information is held, can be fully exercised under the Act. These include:
  + The right to be informed that processing is being undertaken,
  + The right of access to one’s personal information
  + The right to prevent processing in certain circumstances and
  + The right to correct, rectify, block or erase information which is regarded as wrong information)
* Take appropriate technical and organizational security measures to safeguard personal information
* Ensure that personal information is not transferred abroad without suitable safeguards
* Treat people justly and fairly whatever their age, religion, disability, gender, sexual orientation or ethnicity when dealing with requests for information
* Set out clear procedures for responding to requests for information

4. Data collection

Informed consent is when

* An Individual/Service User clearly understands why their information is needed, who it will be shared with, the possible consequences of them agreeing or refusing the proposed use of the data
* And then gives their consent.

***Spectacle Theatre Ltd*** will ensure that data is collected within the boundaries defined in this policy. This applies to data that is collected in person, or by completing a form.

When collecting data, Spectacle Theatre Ltd will ensure that the Individual/Service User:

1. Clearly understands why the information is needed
2. Understands what it will be used for and what the consequences are should the Individual/Service User decide not to give consent to processing
3. As far as reasonably possible, grants explicit consent, either written or verbal for data to be processed
4. Is, as far as reasonably practicable, competent enough to give consent and has given so freely without any duress
5. Has received sufficient information on why their data is needed and how it will be used

5. Data Storage

Information and records relating to service users will be stored securely and will only be accessible to authorised staff and volunteers.

Information will be stored for only as long as it is needed or required statute and will be disposed of appropriately.

It is Spectacle Theatre Ltd responsibility to ensure all personal and company data is non-recoverable from any computer system previously used within the organisation, which has been passed on/sold to a third party.

6. Data access and accuracy

All Individuals/Service Users have the right to access the information Spectacle Theatre Ltd holds about them. Spectacle Theatre Ltd will also take reasonable steps ensure that this information is kept up to date by asking data subjects whether there have been any changes.

In addition**, Spectacle Theatre Ltd**

will ensure that:

* It has a Data Protection Officer with specific responsibility for ensuring compliance with Data Protection
* Everyone processing personal information understands that they are contractually responsible for following good data protection practice
* Everyone processing personal information is appropriately trained to do so
* Everyone processing personal information is appropriately supervised
* Anybody wanting to make enquiries about handling personal information knows what to do
* It deals promptly and courteously with any enquiries about handling personal information
* It describes clearly how it handles personal information
* It will regularly review and audit the ways it holds, manage and use personal information.
* It regularly assesses and evaluates its methods and performance in relation to handling personal information
* All staff are aware that a breach of the rules and procedures identified in this policy may lead to disciplinary action being taken against them

This policy will be updated as necessary to reflect best practice in data management, security and control and to ensure compliance with any changes or amendments made to the Data Protection Act 1998.

In case of any queries or questions in relation to this policy please contact the Spectacle Theatre Ltd Data Protection Officer:

Steve Davis is the named Data Protection officer.

Signed:

Position:

Date:

Review Date:

# Internal Financial Policy

This policy is currently being updated May 2020

Spectacle Theatre Ltd. Company Limited by guarantee 1555311

Charity Number 1059118 VAT Number 656131251

Companies’ accountants are R H Jeffs and Rowe of Pontypridd.

* There are three signatories to the company cheque book. Matt Byrne treasurer, Steve Davis Theatre Manager and Carys Parry. Any two of the signatories can sign a cheque. If there is a payment to be made over £500, the chair of the trustees must be informed .
* A cheque cannot be signed by the person to who it is payable. Most of the company’s normal transactions are carried out electronically. The company has recently changed its list of signatories with the Co-operative bank, removing previous signatories no longer employed or directors of the company.
* The Theatre Manager is responsible for the day-to-day finance of the company and maintaining proper records of expenditure and income and VAT.
* Excel spreadsheet are used to maintain records of all income and expenditure and hardcopy files of all invoices, receipts with a coded link to the spreadsheet. The company uses internet banking and is registered for VAT. The Vat is paid on a quarterly basis and checked by the accountant annually. The company does not use petty cash.
* The company keeps records of the schedule D numbers of its freelance personnel and records of payments.
* The bank provides statements every month and these are reconciled on a three-monthly basis. The company has an overdraft facility with the Co-operative bank which can only be used with the permission of the trustees. Cheque signatories can only spend up to approved budget expenditure and not beyond it. Cheque books are kept locked in the company office. Only the Company manager has a key for the locked drawer. The financial year ends on 31 March each year. Accounts are drawn up after each financial year within three months of the end of the year and presented to the next Annual General Meeting. The board of trustees agree the yearly expenditure budgets which are divided into core company costs and project costs. Each project has its own budget. These budgets with the proposed artistic plan are presented to the board of trustees for agreement and amendment at the beginning of the financial year. The trustees meet at least four times a year and at the AGM. At these meetings, a finance report of actual expenditure and income against projected is presented as a quarterly financial report to the trustees. The accountant is invited to attends all trustee meetings. Over the last year the trustees have invited observers to the meetings who have brought specialist knowledge in governance and finance.
* The accounts of the company are audited annually. The Trustees have examined the major strategic risks business and operational risks which the charity faces and confirm that systems have been established so that regular reports can be produced and that steps can be taken to lessen these risks. The Company manager is responsible for holding the cheque book (unused and partly used cheque books) which are kept in a locked drawer in the companies registered office. Blank cheques will never be signed. The relevant payee's name will always be inserted on the cheque before signature; cheque stub is always properly completed.
* All payments out of the bank account are evidenced by an original invoice. The original invoice is retained and filed. It is referenced with cheque number, date cheque drawn, amount of cheque, who signed the cheque. If not supported by an original invoice, then the cheque is photocopied, and the relevant information written alongside the cheque.
* All freelance payments of fees are recorded and paid through the BACS system. A printed record of the payment is kept. All staff have a letter of agreement signed by the trustees outlining duties and hours. All expenses / allowances will be reimbursed providing that they are evidenced by:
* Fares are evidenced by tickets.
* Other expenditure is evidenced by original receipts.
* Car mileage is based on Independent Theatre Council / Equity rates
* Spectacle Theatre does not accept liability for any financial commitment unless properly authorised. Any orders placed, or undertakings given, the financial consequences of which are likely to exceed in total £5,000, must be authorised by the trustees and written in the company minutes. In exceptional circumstances, such undertakings can be made with the Chairperson’s approval who will then provide full details to the next meeting of the trustees. (This covers such items as new service contracts, office equipment, purchase and hire).
* All fundraising and grant applications undertaken on behalf of the organisation are done in the name of Spectacle Theatre Ltd with the prior approval of the trustees or in urgent situations the approval of the Chairperson who will provide full details to the next trustees’ meeting.
* The financial year ends on 31 March each year. Accounts are drawn up after each financial year within three months of the end of the year and presented to the next Annual General Meeting. The board of trustees agree the yearly expenditure budgets which are divided into core company costs and project costs. Each project has its own budget. These budgets with the proposed artistic plan are presented to the board of trustees for agreement and amendment at the beginning of the financial year. The accounts of the company are audited annually.
* Spectacle Theatre Ltd endeavours to adhere to good practice in relation to its finances always.

# Conflict of Interest Policy

Conflict of interest policy – board of trustees

SCOPE This policy identifies potential conflicts of interests for trustees of Spectacle Theatre Ltd and sets out procedures for avoiding conflicts of interest.

RESPONSIBILITIES OF TRUSTEES

* A member of a management committee is a charity trustee and as such has a duty to act in the best interests of the charity. A trustee who does not follow this duty may be in breach of trust.
* Trustees are the employer of the staff of that scheme.
* All trustees will be asked to sign a declaration which states that they will declare any personal interest which might conflict with, or be seen by others to affect, their ability to perform their duties fairly and impartially.

POTENTIAL CONFLICTS OF INTEREST FOR TRUSTEES

* Trustees may have a large range of interests in private, professional and public life which might cause conflicts of interest at times. These include: being related to or having a relationship with a member of Spectacle Theatre Ltd staff being a member of another organisation that may be a Licensee in Spectacle Theatre Ltd, or being a member of another organisation that may benefit from a Grant being distributed by Spectacle Theatre Ltd
* Any conflicts of interest which may arise should be minute at meetings of trustees.

UNDERSTANDING AND DEALING WITH CONFLICT OF INTEREST

All known and potential conflicts of interest coming to the attention of a trustee shall be declared. Details must be recorded. Minutes should be kept of any meeting where a conflict of interest has been declared. The procedures identified below should be followed if potential conflicts of interest have been declared.

RELATIONSHIPS BETWEEN TRUSTEES AND STAFF

* It is strongly advised that trustees do not enter personal relationships with a member of staff. To do so could render suspect any decisions that are taken or at the very least be perceived by other members of staff as affecting how decisions are made.
* If the above does occur, the individual concerned should inform the chair of the committee; if the person concerned is the chair, the vice-chair should be informed.
* A trustee who is related to or has a relationship with a member of staff employed by Spectacle Theatre Ltd must not be part of any quorum at any meeting where discussions take place on terms and conditions of employment or working conditions of staff, or where the member of staff directly benefits from the decision.
* Bank mandates should not include the names of individuals who are related, or are having a relationship, as signatories.
* Arrangements should be made for supervision and appraisals to be undertaken by someone other than the person who is related to or having a relationship with the individual.

BEING A MEMBER OF ANOTHER ORGANISATION WITH SIMILAR OBJECTIVES TO Spectacle Theatre Ltd OR WHICH IS A LICENCEE IN Spectacle Theatre Ltd

* A trustee must act in the best interests of Spectacle Theatre Ltd (whilst attending Spectacle Theatre Ltd) meetings or meetings where attending as a Spectacle Theatre Ltd representative) even if there is a conflict of interest with the other statutory or voluntary organisation of which he or she is a member or a member of staff. Any trustee who does not follow this duty may be in breach of trust.
* A trustee must act in accordance with the code of conduct and declare any personal interest which might conflict with, or be seen by others to affect, their ability to perform their duties fairly and impartially.
* A trustee shall withdraw from a meeting of trustees or of a sub-committee of the trustees where any resolution is to be made concerning a matter in which he or she has, directly or indirectly, an interest or duty which is material and which conflicts or may conflict with the interests of Spectacle Theatre Ltd.
* A trustee who is a member of another organisation which has the potential for conflict of interest must not be part of the quorum in relation to a resolution at any meeting where discussions take place on matters of funding or any other matter which could result in the gaining of information which could be prejudicial to Spectacle Theatre Ltd.
* Where the committee feels the individual trustee could unduly influence the outcome of a decision, they may ask the said trustee to withdraw.

MANAGEMENT COMMITTEES / BOARDS OF DIRECTORS – CHAIRS OF SCHEMES

* A trustee who is elected chair at any meeting has a second or casting vote, so she or he is in a particularly vulnerable situation if there is a potential conflict of interest. In addition to the procedures listed above the following procedure must apply.
* A chair should not chair the part of the meeting where discussions take place on matters which concern his / her potential conflict of interest. In such a case the chair should withdraw from the meeting.
* The vice-chair, or if she / he is not available or has a potential conflict of interest, the secretary, or if she / he is not available or has a potential conflict of interest, the treasurer, or if she / he is not available or has a potential conflict of interest, a member of the committee should chair that part of the meeting.
* The acting chair has the second casting vote.

MEMBERS OF STAFF BECOMING TRUSTEES AND TRUSTEES BECOMING MEMBERS OF STAFF

* A current employee of Spectacle Theatre Ltd cannot be nominated or elected to be a trustee of Spectacle Theatre Ltd.
* A trustee of Spectacle Theatre Ltd may not accept paid employment with the organisation for which they are a trustee.

# Contact Information

c/o The Factory

Jenkins Street

Porth

CF399PP

Tel/ Ffion: 01443 681024

E mail/ Ebost: info@spectacletheatre@gmail.com

[www.spectacletheatre.co.uk](http://www.spectacletheatre.co.uk/)

Theatre Spectacle Theatre



SpectacleTheat1



<http://www.youtube.com/watch?v=a2K2QynR3PA>