

TAKE ONE ACTION FILM FESTIVALS

Safer Spaces Policy

Created January 2021 - latest review June 2023

Our team aims to centre care and accountability in all of our interactions, and we are committed to providing an environment that is welcoming, accessible and inclusive for all attendees, staff, guests and volunteers, in-person and online. This document is a guideline, drawing on the policies of others (including Lighthouse Books and Scottish BPOC* Writers Network (SBWN)), and we are committed to updating it in line with best practice and our own organisational learnings and growth.

We will not wait for issues of harm to happen but will proactively challenge oppression & hierarchy across our activities and working practices. We endeavour to create a community that recognises and challenges the oppression and exploitation that some of us are harmed by and some of us benefit from. We expect everyone to adhere to our shared code of conduct, below:

Code of Conduct

Harassment or harmful behaviour has no place at our events or on any of our online platforms. Harassment can include, but is not limited to:

- Abusive comments and insults;
- Prejudice (e.g. related to gender identity and expression, sexuality, age, race, ethnicity, religion/belief, disability, physical appearance, or socio-economic background);
- Deliberate intimidation, stalking, or following;
- Unwelcome touching or sexual attention;
- Invasions of private space and personal boundaries;
- Violence or aggression;
- Harassing photography or recording;
- Sustained disruption of events or activity;
- Cyberharassment, online bullying or trolling;
- Advocating for, or encouraging, any of the above behaviours.

By participating in any of our events, in person or online, you agree to abide by and embrace our shared code of conduct. Anyone violating these principles will be asked to stop; they will be expected to comply immediately and, where necessary, they may be expelled from the activity, event or viewing (without refund) at the discretion of the organisers or venues.

During your interaction with us, if you feel unsafe or unwelcome, notice someone else being harassed, or have any other concerns, you can tell a member of the Take One Action team, a

staff member at the venue or you can contact us via info@takeoneaction.org.uk. We encourage all attendees, participants and users to be active bystanders.

If you tell us about an incident, your immediate safety will be our first priority. We will listen from a position of belief, and keep what you say in confidence until and if agreed otherwise, and can recommend relevant support agencies and services.

Helpful information

Mental Health

The following services offer confidential advice from trained volunteers. You can talk about anything that's troubling you, no matter how difficult:

- Call **116 123** to talk to [Samaritans](https://www.samaritans.org), or email: jo@samaritans.org for a reply within 24 hours
- Call **0800 83 85 87** to speak to Breathing Space, a confidential phoneline for anyone in Scotland over the age of 16, feeling low, anxious or depressed.
- Text "**SHOUT**" to **85258** to contact the [Shout Crisis Text Line](https://www.shoutcrisis.org.uk) – a free, 24-hour confidential mental health text support service for anyone in the UK who is struggling to cope..
- If you are under 19, you can also call **0800 1111** to speak to [Childline](https://www.childline.org.uk) – a free, private and confidential service where you can talk about anything. The number will not appear on your phone bill.)

Cyberbullying

Cyberbullying is bullying and harassment using technology. This includes trolling, mobbing, stalking, grooming or any form of abuse online.

Contact the **National Cyberbullying Helpline: 0300 323 0169** (9am-5pm, Monday to Friday) or visit nationalbullyinghelpline.co.uk/cyberbullying.html

We welcome any comments and suggestions that can help us to develop our Safer Spaces Policy: info@takeoneaction.org.uk