

SITE GALLERY

CODE OF CONDUCT

Site Gallery works to create the conditions in which innovation, experimentation and risk can thrive, responding to the needs of a diverse society.

This is our code of conduct that we ask all staff and volunteers, artists and collaborators to follow:

CHECK YOUR PRIVILEGE

Be aware of your privileges and how other people you work with may not have had the same advantages as you. Acknowledge systemic racism and oppression.

RESPECT TERMINOLOGY

People use different terms for self-describing around gender, race, class and disability among other things. Avoid making assumptions and respect given terminology, ask people how they want to be addressed.

BE INCLUSIVE

Site is an anti-racist space and works to include and not discriminate. We will challenge any behaviour or language that discriminates on the basis of sexuality, gender, race, dis/ability, socioeconomic status, age or religion.

EMBED ACCESSIBILITY

As an organisation, we aim to make our programme accessible to people from all backgrounds. There are many barriers to access and we work with our communities to understand and address them. Access should be given before someone needs to ask for it.

WORK WITH HONESTY AND INTEGRITY

We will be open and transparent in our decision making. We will provide clear and timely information about plans and activities, and work with artists, partners and communities to shape Site Gallery's work. We will listen and respond to our audiences, partners and communities.

LEARN / BE OPEN

Create space for open discussion and debate, listen and respect differences of experience and opinion. Be open to being wrong and changing your mind.

COMMUNICATE CLEARLY

We will use appropriate language in communications - we understand that language is fluid and shifting and will need regular updating. We will make all communications accessible, in person, online and through other channels.

REDUCE, REUSE, RECYCLE

Environmental concerns are paramount and embedded into all of our working practices. We continually review and monitor our carbon footprint, to reduce waste and improve.

LOOK AFTER EACH OTHER

Our workplace is our house, be a good host. Treat all people with respect and consideration. Actively check in on people to make sure they are safe and supported.

Caring is a shared responsibility.

PUT PEOPLE FIRST

Artists, audiences and participants are at the heart of what we do, we prioritise people and respect their process, time and energy.

EMPOWER YOUNG PEOPLE

Young people are an integral voice within our organisation. They are collaborators and not participants. No activity should be for them without their input.

This policy was published in January 2021 and will be reviewed every six months.

If you have any feedback, please contact hello@sitegallery.org.

If you are concerned about the conduct of anyone working for or with Site please contact Judith Harry, Executive Director, judith.harry@sitegallery.org.