

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 code of conduct document is shared with people who work at Site Gallery and others who work with us - including artists, collaborators, suppliers and partners.

We ask all staff and volunteers, artists and collaborators to commit to the following:

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

BE AWARE OF YOUR PRIVILEGE – Be aware of your privileges and how other people you work with may not have had the same opportunities and advantages as you. Acknowledge systemic racism and the many forms of 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.

EMBED ACCESSIBILITY - We work to make Site Gallery accessible to all. There are many barriers to engagement and we work with our stakeholders to understand and address them. Our belief is that access should be given before someone needs to ask for it.

LEARN / BE OPEN - We work with honesty and integrity. We will listen and respond to our audiences, partners and communities. We create space for open discussion and debate, to listen and respect differences of experience and opinion. We proactively seek feedback to understand and improve the impact of our work.

COMMUNICATE CLEARLY - We will use appropriate language to talk about our work. 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.

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 - Our young people's group, Society of Explorers, are an integral voice within our organisation. They are collaborators and not participants. No activity should be for them without their input.

LOOK AFTER EACH OTHER - We aim to be good hosts and to treat all people with respect and consideration. We will actively check in on people to make sure they are safe and supported. Caring is a shared responsibility.

SOCIAL MEDIA USAGE – We are aware of the impact that social media can have on audiences and the community. We commit not to use social media in any way that might be damaging. This includes harassment, false and misleading statements or any form of abuse.

CONFIDENTIALITY – We will respect the confidential nature of certain communications we deal with in the business. Be mindful of how information you receive is shared and circulated to ensure confidentiality is respected at all times.

ANTI-BRIBERY - It is our policy to conduct all of our business in an honest and ethical manner. We take a zero-tolerance approach to bribery and corruption and are committed to acting professionally, fairly and with integrity in all our relationships.

DATA PRIVACY - We acknowledge that protecting the confidentiality and integrity of personal data is a critical responsibility that we take seriously at all times. Ensure that any personal data that you handle is only used with the individual's consent or on lawful grounds. Please ask for guidance if you are unsure.

MODERN SLAVERY - We are committed to ensuring that there is no form of modern slavery or human trafficking within our organisation or in our supply chains.

OUR RESPONSIBILITIES – We must ensure that we all read, understand and comply with this Code. Please notify a manager or primary contact within the organisation as soon as possible if it is believed or suspected that a breach of this Code has occurred.

If you have any feedback or questions regarding the policy, please contact Robyn Haddon, Programme Producer at robyn.haddon@sitegallery.org

Complaints and concerns about the conduct of anyone working for or with Site Gallery can be addressed with any staff member or by contacting Judith Harry, Chief Executive, Judith.harry@sitegallery.org

This Code of Conduct was last reviewed on 22 September 2023 by Site Gallery's Board of Trustees.