

## SAFEGUARDING POLICY



ScreenCraft Works recognises that the welfare of our community, including vulnerable adults, is paramount, and that everyone has the right to equal protection from abuse regardless of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, sexual orientation or immigration status.

Some members of the ScreenCraft Works community are displaced people, including refugees and asylum seekers, or may have disabilities, illnesses or conditions, or may be vulnerable in other ways. We recognise that these people are in a vulnerable position, sometimes in ways which are not immediately apparent. That doesn't mean they aren't articulate, intelligent, determined human beings with personal agency, but they are also in a complicated legal, financial and personal situation, often having endured very difficult circumstances that have left them with very complex things to work through, and all this in an alien country and culture.

ScreenCraft Works is mindful that there are many power imbalances within our work, including between mentees and mentors, people in different countries with film & TV industries of different sizes, and between speakers at different career stages. We work to support everyone as we navigate these power imbalances.

ScreenCraft Works also recognises that its employees and volunteers may also be vulnerable, and is committed to practice which protects them.

Where ScreenCraft Works directors, employees or volunteers have any concerns about any member of our community, we will:

- seek a one-to-one conversation with the person about whom we have concerns, to see if and how we ourselves can assist;
- keep informed any caseworker or referrer who is working with that person;
- encourage the person to reach out to an appropriate helping organisation in their country;
- notify any relevant authorities, if we have concerns which should be escalated, in all cases with the person's consent if that is possible.

ScreenCraft Works is conscious of the need to give trigger warnings and content warnings and will use those where necessary.

**This policy was adopted on 15 August 2023.**