

## **Anti-Racism & Safeguarding Policy**

Stamford International Film Festival  
(Hosted at Stamford Arts Centre)

### **1. Purpose**

Stamford International Film Festival is committed to providing a safe, inclusive, and respectful environment for all. We take a zero-tolerance approach to racism, discrimination, harassment, and abuse, and we actively promote equality, diversity, inclusion, and safeguarding throughout all festival activities.

### **2. Legal Framework**

This policy is informed by UK law and statutory guidance, including:

- The Equality Act 2010
- The Children Act 1989 and Children Act 2004
- Working Together to Safeguard Children

We recognise our legal duty of care to protect children, young people, and vulnerable adults, and to prevent harm in all forms, including racism and discrimination.

### **3. Scope**

This policy applies to all individuals involved in or attending the festival at Stamford Arts Centre, including:

- Staff, freelancers, and volunteers
- Filmmakers, speakers, and guests
- Sponsors, partners, and vendors
- Audience members (in-person and online)

It covers all festival-related spaces, including screening rooms, workshops, public areas, and digital platforms.

### **4. Our Commitment**

We are committed to:

- Eliminating unlawful discrimination, harassment, and victimisation
- Actively challenging racism and bias
- Promoting equality of opportunity and inclusive representation
- Safeguarding the welfare of all attendees, particularly children and vulnerable adults

We recognise that racism and discrimination can constitute safeguarding concerns and will be treated as such where appropriate.

## **5. Venue-Specific Safeguarding (Stamford Arts Centre)**

In partnership with Stamford Arts Centre, we will:

- Ensure festival activities align with venue safeguarding and health & safety procedures
- Clearly identify trained staff or volunteers available to respond to concerns
- Maintain safe, well-managed public and screening environments
- Follow venue protocols for emergencies, incidents, and evacuations

Children under 18 should be accompanied by a responsible adult unless attending a supervised activity.

## **6. Safeguarding Principles**

We will:

- Provide a safe, inclusive environment for all attendees
- Ensure appropriate supervision where under-18s are present
- Take all disclosures, allegations, or concerns seriously
- Act promptly and appropriately in response to any safeguarding issue

All staff and volunteers must:

- Be alert to signs of abuse, harm, discrimination, or neglect
- Listen respectfully and respond appropriately to concerns
- Report issues immediately in line with festival procedures

## **7. Standards of Behaviour**

All participants must:

- Treat others with dignity, respect, and fairness
- Use inclusive and appropriate language
- Act in a way that promotes safety and wellbeing

The following behaviours are strictly prohibited:

- Racist or discriminatory language or conduct
- Harassment, bullying, intimidation, or abuse
- Inappropriate behaviour towards children or vulnerable adults
- Any conduct that creates a hostile or unsafe environment

## **8. Programming & Representation**

We aim to:

- Showcase diverse voices and perspectives
- Ensure fair and transparent selection processes
- Avoid harmful stereotypes or exploitative representation
- Consider age classification and safeguarding implications of content

## **9. Reporting & Safeguarding Concerns**

Anyone who experiences or witnesses racism, discrimination, or a safeguarding concern should report it immediately.

Festival reporting routes:

- Email: [greenstreetcollective25@gmail.com](mailto:greenstreetcollective25@gmail.com)
- In person: Speak to a member of staff or the Designated Safeguarding Lead (DSL)
- Via anonymous reporting (if available)

Local safeguarding contacts (Lincolnshire):

- Lincolnshire County Council Children's Services – 01522 782111
- Lincolnshire Safeguarding Children Partnership
- Non-emergency police: 101
- Emergency services: 999

If a child or vulnerable adult is in immediate danger, always call **999**.

All reports will be:

- Taken seriously and acted upon promptly
- Handled confidentially where possible
- Managed in line with safeguarding procedures

Concerns may be referred to local safeguarding authorities where appropriate.

We will not tolerate retaliation against anyone raising a concern in good faith.

## **10. Roles & Responsibilities**

The festival will appoint a Designated Safeguarding Lead (DSL) responsible for:

- Receiving and managing safeguarding concerns
- Liaising with Stamford Arts Centre and relevant authorities
- Ensuring appropriate action is taken

All staff and volunteers share responsibility for implementing this policy.

## **11. Action & Consequences**

Breaches of this policy may result in:

- Immediate removal from the venue
- Suspension or termination of roles or participation
- Disqualification of films or events
- Referral to authorities where necessary

## **12. Training & Awareness**

We are committed to:

- Providing safeguarding and equality training for staff and volunteers
- Promoting awareness of anti-racism and inclusion
- Ensuring all participants understand expected standards of behaviour

## **13. Monitoring & Review**

This policy will be reviewed regularly to ensure compliance with UK law, local safeguarding requirements, and best practice.

## **14. Contact**

- Designated Safeguarding Lead: **Rhiannon Bennett**
- Festival Email: [greenstreetcollective25@gmail.com](mailto:greenstreetcollective25@gmail.com)