SAFE TO **CREATE**

A **DIGNITY AT WORK** PROGRAMME FOR THE **IRISH ARTS & CREATIVE SECTORS**

STORY SO FAR

- In 2017, following global revelations of abuses of power the Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media funded ITI, to establish SPEAK UP which consisted of sectoral meetings, training programmes and a code of behaviour

- Initially focused in the theatre sector, campaign groups such as Fair Plé, Mise Fosta and Safe Arts of Ireland (SAOI) led to the programme expanding across disciplines and the sector

- In 2021, Irish Theatre Institute led the first dedicated study analysing the Dignity at Work experiences of those working in the Irish arts sector and published **SPEAK UP: A CALL FOR CHANGE**

SAFE TO CREATE

FINDINGS WERE STARK

- 53% of survey respondents witnessed a Dignity at Work issue
- 51% experienced bullying
- 43% humiliation
- 23% harassment
- 21% sexual harassment
- Majority of responses suggested experiences were either occasional or repeated
- 36% didn’t feel comfortable asking for support
- 35% weren’t aware of any supports to deal with the issue

IN RESPONSE…

- Responding to the report, Minister Martin announced a suite of measures to address the culture of harmful workplace behaviours described, and allocated public funding to establish SAFE TO CREATE and to implement the report recommendations and to establish supports for artists and employers of all sizes to adhere to national guidelines and workplace safety.

- The Safe to Create programme, under the stewardship of Irish Theatre Institute, is leading on a number of actions under the following recommendations from Speak Up: A Call for Change' report:
  - RECOMMENDATION 1. **Build cross-sectoral support for change**.
  - RECOMMENDATION 2. **Strengthen reporting and support systems.**
  - RECOMMENDATION 3. **Pursue consequences for non-compliance.**
  - RECOMMENDATION 4. **Build capacity to promote a dignified workplace culture.**
  - RECOMMENDATION 5. **Invest in further research.**

An Roinn Turasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt agus Meán
Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media

IRISH THEATRE INSTITUTE

arts council an chomhairle ealaíon funding the arts

Fís Éireann Screen Ireland

Minding Creative Minds.

SAFE TO CREATE **WORKING GROUP**

- Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media (Chair)
- Irish Theatre Institute
- Minding Creative Minds
- Screen Ireland / Fís Éireann
- The Arts Council / An Chomhairle Ealaíon

Other organisations, informant groups and workplace change specialists will be asked to join the Working Group as required.

An Roinn Turasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt agus Meán
Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media

IRISH THEATRE INSTITUTE

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Fís Éireann Screen Ireland

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IMPLEMENTATION TEAM

- **Fran Keaveney**, Skills Development Exec., Film & TV Drama Production, Screen Ireland
- **Garett Lee**, Skills Development Manager, Screen Ireland
- **Niamh O'Donnell**, Director, ITI
- **David Reid**, Director, Minding Creative Minds
- **Grainne Pollak**, Safe to Create Project Manager

ADVISORS

- **Siobhan Bourke**, Advisor
- **Jane Daly**, Advisor
- **Olwen Dawe**, Equality Policy and Strategy Consultant
- **Annette Nugent**, Communications Consultant
- **Karan O'Loughlin**, Advisor, SIPTU
- **Prof Louise Crowley**, Bystander Training Advisor

RESEARCH TEAM

- **Dr Ciara L. Murphy**, Lead Researcher
- **Dr Brenda Donoghue**, Research Advisor
- **Conall O Duibhir**, Researcher
- **Keishia Taylor** - Researcher

ARTISTS / INFORMANT GROUPS

- Artists
- Campaign Groups Fair Plé, Mise Fosta, Safe Arts of Ireland (SAOI) & DADA

SAFE TO CREATE

safetocreate.ie

NOW WE HAVE…

- **A resource-rich website www.safetocreate.ie (e.g. trust statement, toolkits, examples)**
- **Counselling for victims and access to legal advice**
- **Training programmes developed specifically for the sector**
- **A Code of Behaviour (supported by a workshop roadshow)**
- A ‘Report to Support’ system which will inform the development and delivery of supports
- A further research programme / study to examine the prevalence and impact of harmful behaviours

SAFE TO CREATE

ARTIST / ARTS WORKER

We want artists and arts workers to know their rights, to have information regarding dignity at work, and to know what services and supports exist when things go wrong. This page is about providing you with knowledge and signposting ways for you to seek guidance, support and advice.

RECOGNISING BEHAVIOURS

STEPS TO TAKE

RESOURCES AVAILABLE

ORGANISATIONS

We want arts organisations to commit to playing their part in providing safe workplaces for artists and arts workers. This page is about providing you with information so you know what safe working spaces should look like. Elsewhere on the site, we provide resources and information on training to enable you to improve working conditions in your organisation for everyone involved.

RECOGNISING BEHAVIOURS

STEPS TO TAKE

RESOURCES AVAILABLE

TRAINING

Programmes developed specifically for the creative sector to address dignity at work issues, including Bystander Training, Intimacy Coordination and other training opportunities. Find out more ...

CODE ON THE ROAD

Open workshops across the country to support organisations to implement the Code of Behaviour and improve work practices to ensure creative spaces are safe. Find out more ...

FAQs

Frequently asked questions from artists and organisations. Find out more ...

TOOLKITS & RESOURCES

Practical guides and codes to address Dignity at Work issues within creative organisations and contexts. Find out more ...

EXAMPLE POLICIES

Policies from across the creative sector to help organisations with legal compliance and raise standards in employee wellbeing. Find out more ...

LEGISLATION

Information on employment law, rules and working conditions which protect employees and employers. Find out more ...

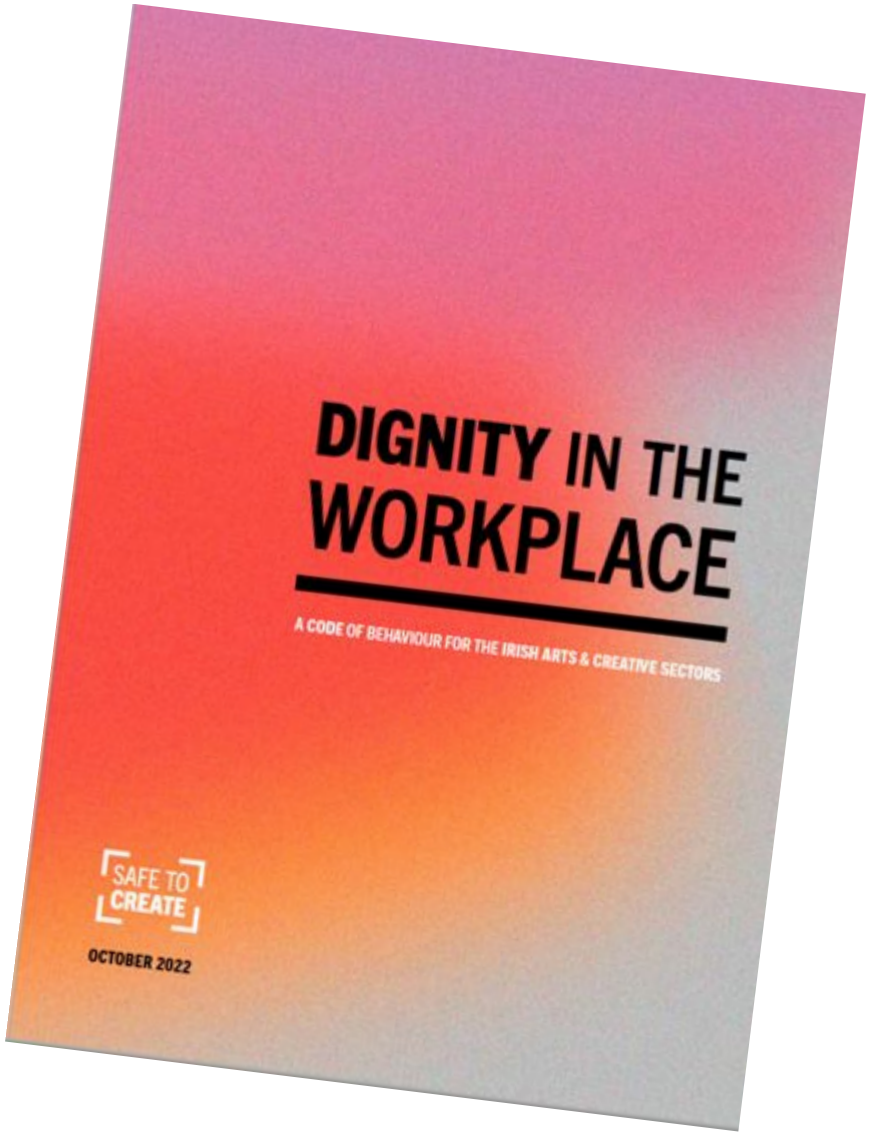
CODE OF BEHAVIOUR

- A robust **standard for the industry** with the aim of encouraging a zero tolerance towards abuse and adopting collective responsibility for ALL workers

- **Employer** - any individual sole-trader, company, partnership formal or informal, co-operative or other person engaging the services of an individual

- **Employee (or worker)** - short-term and long-term contracts, freelancers, interns, volunteers

- EVERYONE is covered by the code AND EVERYONE should comply with it!



CODE OF BEHAVIOUR

- **Commit** fully to safe and respectful workspaces
- **Have policies and procedures in place** to ensure a safe workplace
- Commit to the implementation of the code with all employees and **attach the code to all contracts and letters of agreement**
- **Avail of all Safe to Create free online training** for all employees
- **Table, discuss and sign** the Adoption of the Code at Board of Directors Level
- **Promote the Code** within and outside our communities

SAFE TO CREATE

DECLARATION OF ADOPTION OF THE SAFE TO CREATE **CODE OF BEHAVIOUR**

This certificate confirms the Board of Directors, Chief Executive, senior management and all employees of the company have read, considered and adopted the SAFE TO CREATE CODE OF BEHAVIOUR.

We pledge to create a safe, inclusive, respectful workplace where artists and arts workers can thrive, free from all forms of harassment, discrimination, bullying and violence.

WE CONFIRM OUR COMMITMENT TO:

- Act in an ethical manner as a business and act with integrity and ethically as an employer
- Commit fully to safe and respectful workspaces with zero tolerance for damaging behaviour
- Abide by all Health and Safety, Equality, Diversity and Employment legislation and comply with all relevant regulations
- Create and implement best practice around codes of practice, policies and procedures for safe workspaces ensuring a clear reporting system, timely investigation which identifies acts of wrongdoing and offers support, action, resolutions, monitoring, and accountability
- Have policies and procedures in place to ensure a safe workplace including: a Dignity at Work protocol, as well as grievance, and disciplinary procedures (see Safe to Create Templates)
- Ensure work environments support the creative process and promote mutual respect from everyone involved
- Commit to the implementation of the code with all employees no matter what their employment status and attach the code to all contracts and letters of agreement
- Avail of Safe to Create free online training for employees irrespective of the nature of the employment on: Tackling Bullying and Harassment at Work, Addressing Unconscious Bias and Bystander Training
- Display the Code of Conduct and all anti-harassment policies prominently in all workspaces
- Promote the Code within and outside our communities establishing a relationship of mutual trust with business partners and stakeholders

I confirm the Code of Behaviour and Certificate of Acceptance have been read and adopted at a Board of Directors Meeting, held on _____ day of _____ and year _____

Signed: _____ **Contact:** _____

Company Name: _____ **Company Registration Number:** _____

★ When agreed and ratified, a signed certificate needs to be returned to **signthecode@safetocreate.ie**

MINDING CREATIVE MINDS IS HERE FOR YOU.

Offering a 24/7 free wellbeing & support programme for the Irish Arts & Creative Sector, home and abroad, you can access confidential counselling, a dedicated service for survivors of abuse / trauma and legal advice. If you have any worries or questions, Minding Creative Minds can help.

ROI: 1800 814 244

NI/UK: 0800 0903677

International: +353 1 518 0277

TRAINING:

New online self-led training programmes hosted on Screen Ireland:

- Addressing Unconscious Bias: Basic Awareness for the Arts and Creative Sector
- Tackling Bullying and Harassment in the Arts and Creative Sectors
- Being An Active Bystander

Further Online Self-Led Courses In-Development

- Mentoring For Mentors
- Mentoring For Mentees
- Disability Awareness
- Sustainability/Green Production

TRAINING: Ongoing continuous tutor-led, online and/or in-person

- Dealing with Conflict
- Dealing with Stress
- Time Management
- Working in a Hybrid Team
- Conversational Intelligence
- Diversity and Inclusion
- Addressing Microaggressions Through Allyship
- Neurodiversity for the Screen industry

NEXT STEPS: REPORT TO SUPPORT

- Designed for those working in the arts and creative sectors to report incidents of bullying, harassment and sexual harassment.

- **An anonymous reporting system** i.e. NOT requiring individuals to identify themselves or disclose sensitive / personal details

- **Reports submitted will inform the development and delivery of supports**: training, policies, legal supports, mediation and counselling.

NEXT STEPS: RESEARCH

- **A further survey / study** to examine the prevalence and impact of harmful behaviours and the impact of the SAFE TO CREATE programme

- Led by Dr Ciara L. Murphy, the next phase will include an examination of the intersectionality of ethnicity, disability, sexuality and their influences of harm within and across Ireland's arts sector

- Timeline **February / March** - Methodology review

  March / April - Focus Group Meetings –20th & 21st April
  May / June - Survey Design, Comms plan and issue
  July – data cleaning / review
  August – Data Analysis
  November – Report Launch

OUR THREE ASKS OF YOU…

1. **Adopt the Code of Behaviour** throughout your organisation/ / festival and with everyone you employ
2. **Complete all online training** at all levels of your organisations and freelance workers, in particular these three core courses (all free, online, self-led):
   - **Addressing Unconscious Bias**
   - **Tackling Bullying and Harassment at Work**
   - **Active Bystander Training**

OUR THREE ASKS OF YOU…

3. Show public support for SAFE TO CREATE:

- Display posters, information in your buildings, spaces, and at events
- Follow us on social media: like, share, amplify
- Sign up to our email newsletter
- Share information with your creative peers
- Include a SAFE TO CREATE “update” in your own communications

VISIT

safetocreate.ie

FOR INFORMATION, RESOURCES & TRAINING