Open School East - Code of Conduct Guidelines 2023-24

[Last Updated: June 2023]

Open School East is a free, independent art school in Margate that focuses on collective learning through the arts for adults, young people and children. The school is based on collective, co-learning and open dialogue. We encourage guests to think about ways to open up the conversation when sharing their own work and ideas, and to create space and opportunity for dialogue, reflection and critique within the group.

As an organisation we are committed to creating an anti-racist, neuro-inclusive & LGBTQI+ positive space. We invite guests to participate in our public programmes and curriculum with an understanding of our core values and principles as an organisation. We continue to listen, learn, and take action to influence change.

It is an OSE team member's role to support our Associate Artists and guests. As a guest at OSE, we ask you to deeply think about the content/subject matter of the work you plan on sharing. You must ensure that any potentially problematic material is raised and discussed with the OSE team before it is woven into any delivery. It is also vital that appropriate trigger warnings are in place so that Associates have the opportunity to decide whether to participate in the session and/or ready themselves for challenging material.

The role of our Associate Artists is to engage critically in dialogue for new concepts, approaches, perspectives and other disciplines that they may not yet have experienced. However, it is important that all curriculum delivery is done in a way that is safe, sensitive and respectful.

By agreeing to work with Open School East as a freelancer you are agreeing to abide by this code of conduct.

Adhering to Open School East's code of conduct guidelines is a collective responsibility and everyone is individually responsible for checking their own behavior.

1. Homophobia, Racism, Sexism, Transphobia, or Prejudice based on ability, Asylum status, Class, Ethnicity, Gender, Gender presentation, Nationality, or Religion is not welcome here.

2. Respect one another's identity and background, including pronouns and names. Do not assume anyone's gender identity, sexual preference, survivor status, economic or immigration status, background, health, etc.

3. Respect everyone's physical and emotional boundaries. Check in before discussing topics that may be triggering (e.g. sexual abuse, racism, physical violence or encounters with police).

4. Respect that there are varying opinions, beliefs, experiences and privileges as well as different ways of learning and interacting.

5. Power dynamics exist here in this space. Be aware of the space you take up, your assumptions and prejudices and allow space for all voices to participate.

6. Be responsible for your own actions and the language you use; be aware that your actions and language have an effect on others, despite what your intentions may be.

7. Take collective and individual responsibility for creating a safer space for everyone.

8. Be kind with your words. Give generously to allow everyone time and space to speak and share their thoughts and ideas.

9. Ask questions before assuming. The best way to understand the choices, actions, or intentions of one another is by asking. 'Respect the person; challenge the behavior.'

10. Make space for reflection, dialogue, feedback and critique from and with the group.

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Behavior actions adapted from: http://www.withforabout.com/safer-spaces-boundaries