



Pride in Education Safer Spaces Policy

Pride in Education is committed to proactive action to promote safer spaces for all our events and to ensure these spaces are welcoming, non-judgemental and inclusive for all participants in our online events.

We believe that everyone should be able to participate in our events free from discrimination, humiliation, harassment, or harm.

To help create and maintain this safe space, we ask that all participants abide by the following guidelines:

1. **Respect others' identities and experiences and make no assumptions:** As humans we must practice compassion for one another and therefore will not tolerate any forms of oppressive behaviour (including but not limited to racism, sexism, transphobia, ageism, classism, ableism) towards anyone based on who they are and how they identify or present.

We ask that all participants acknowledge, where this exists, your own privileges and respect each other's identities and experiences, and avoid making assumptions or generalisations about any group of people.

It is imperative that we have authentic conversations, however, please give everyone a content warning before discussing something that others might find upsetting.

2. **Use inclusive language:** We encourage participants to use language that is uncomplicated, clear, inclusive and respectful of everyone in the group. This includes using people's pronouns (e.g., he, she, they, etc) and avoiding derogatory or offensive language. We also actively encourage participants to use gender neutral terms and avoid gendered language, refrain from using ableist, sexist, racist idioms and phrases.

3. **Listen actively and respectfully:** We strive for equity and justice and therefore we must amplify the voices of those who are multiply marginalised. Pride in Education gives a platform for participants to come together and have meaningful conversations. We therefore ask you to actively listen and be respectful to others in the group. This includes interrupting or talking over others and instead giving space for mutual dialogue.

4. **Report any concerns:** If a participant experiences or witnesses any behaviour that is discriminatory, harassing, or harmful, we ask that they report it to the event facilitator/chair of the discussion immediately. We take all reports seriously and will investigate them promptly.

5. **Take responsibility for your own behaviour:** We ask that all participants take responsibility for their own behaviour and avoid engaging in behaviour that could be harmful or disruptive to others in the group. We reserve the right to remove any participant from the event who violates this policy or engages in behaviour that is harmful or disruptive to others in the group.

6. **Honour everyone's privacy and confidentiality:** We ask that you do not share any personal information about our panellists, organisers other than the information that we have provided in our programme and social media posts.

In the interest of protecting our staff, organisers and panellists, we ask that you sign up to our events with an active email address. Emails are verified and if these are flagged as 'hidden' or 'inactive' we will revoke your booking. This is to ensure the security of everyone.

Delegate information is never shared

Thank you for helping us create a safe and inclusive space for all participants in our events.

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