

Health and Wellbeing Policy



Outland Opera is committed to providing a working environment which minimises risk to health and promotes positive wellbeing.

We believe that the best work is made when artists, volunteers, audience members, and staff are operating in a safe, healthy environment. The concept of 'well-being' is threaded throughout UK legislation and is part of the Law about how health and social care is provided. Our well-being includes our mental and physical health, our relationships, our connection with our communities and our contribution to society. Please also see our Safeguarding Policy.

1. Commitments

- To foster an environment in which those who have health problems or disabilities receive suitable support
- To provide adequate health and safety training and guidelines
- To operate with a zero-tolerance policy towards bullying and harassment.
- To encourage anyone involved with the organisation to declare relevant health or wellbeing matters
- To maintain confidentiality at all times, unless there is reason to believe that an individual declaring an issue with health or wellbeing is in danger
- To ensure that health and safety incidents are logged and reported to Trustees.
- To ensure that there is a qualified first aider and mental health officer available to our artists, volunteers, audience members and staff at all times

2. Scope

This policy applies to anyone working on behalf of Outland Opera, including the board of trustees, paid staff, volunteers, production teams, and performers. Failure to comply with the policy and related procedures will be addressed without delay and may ultimately result in dismissal/exclusion from the organisation.

3. Implementation

Accountability

If you are working with us, please inform your line manager, company manager or volunteer team leader if you:

- feel unwell
- need mental health support of any kind
- have a disability

- feel like you are being bullied, harassed, or made to feel uncomfortable
- have witnessed or been involved with an unsafe incident whilst working with Outland Opera or attending any of their events

In the case of bullying and harassment or health and safety incidents, you may be asked to write a formal letter addressed to our Trustees.

Please see our company Safeguarding Policy and contact our Safeguarding Lead if it is appropriate to do so.

Responsibilities

- The Artistic Director and Trustees are ultimately responsible for ensuring that the people we work with have adequate health and safety training.
- In rehearsals and during performances, the company/stage manager is responsible for logging health and wellbeing declarations and incidents.
- On site, during technical rehearsals and builds, the production manager is responsible for reporting and logging health and wellbeing declarations and incidents.
- The production manager is responsible for ensuring that the site is safe, and that technical staff have the appropriate training.

<i>Policy Owner:</i>	Outland Opera Trustees
<i>Policy approved by:</i>	Outland Opera Trustees
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