



Let's imagine ...

A place transformed by culture

People coming together

Sharing different stories & traditions

Imagining the change we want to make

Unleashing our creative potential

## WELCOME TO THE NORTHCOTT

The Northcott is all about people – our staff, our trustees, our volunteers, our industry colleagues, our community partners – working together to make extraordinary cultural events happen. That's why we put people at the centre of everything we do, and strive to be inclusive, compassionate, and respectful at all times. We ask that you do too.

Everything we do is informed by our values:

- Creativity
- Community
- Inclusivity
- Sustainability

### **We commit to:**

#### **Providing an open welcome for all**

A comfortable, respectful, safe space for us to work together

#### **Listening and learning so that we can be our best**

We'll learn from your knowledge, skills and experience and actively seek feedback

#### **Supporting you to be your best**

We'll share our knowledge, skills and experience in a positive, helpful working environment

#### **Always strive for better**

We'll actively listen to find out the change people want to see, and work together to make it happen

#### **To challenge ourselves and others**

We'll challenge behaviour that doesn't align with our values, and encourage others to speak up if something doesn't feel right

If you'd like to get in touch, you can email [info@exeternorthcott.co.uk](mailto:info@exeternorthcott.co.uk) or speak to any of our team who can point you in the right direction.

## What if I see something that doesn't feel right?

We encourage everyone to speak up if they see or experience something that doesn't align with our values or principles. Even if you're not sure, it's better to check.

There are a few routes you can use to report something, which are outlined below.

### Your Manager

You can go to your line manager with anything you are unsure of.

This could be as part of your regular check-in, or for more urgent matters you may wish to speak with them sooner.

### The Guardians

The Northcott is committed to the **Guardians Programme**, an initiative coming out of The Old Vic Theatre in London with a focus on promoting safe working environments for everyone within our industry.

If you have an issue, question or problem and not sure of the best way to proceed,

or

Want to talk to someone confidentially outside of your 'regular' reporting line?

You can contact our Guardians: Tom Welch ([t.welch@exeter.ac.uk](mailto:t.welch@exeter.ac.uk)), Jay Seldon ([j.seldon@exeter.ac.uk](mailto:j.seldon@exeter.ac.uk)), Hazel Johnson ([h.johnson3@exeter.ac.uk](mailto:h.johnson3@exeter.ac.uk)), Jake Celecia ([j.celecia2@exeter.ac.uk](mailto:j.celecia2@exeter.ac.uk)), Sam Jones ([s.jones11@exeter.ac.uk](mailto:s.jones11@exeter.ac.uk))

### Head of People

You are always welcome to come to the Head of People with any concerns that you have.

Any serious people issues such as bullying or harassment will ultimately be dealt with through this channel.

Our Head of People is: Caroline Nissen ([c.nissen@exeter.ac.uk](mailto:c.nissen@exeter.ac.uk))