



Whistle Blowing Policy

14/48 UK has clear policies on how to flag any concerns you may have about staff, freelancers, volunteers or our safeguarding team. We believe the processes for raising concerns should be as simple as possible, and that anyone raising a concern does so in good faith. Therefore anyone acting as a whistleblower will be protected from prejudice where they have followed the straightforward procedures we have outlined below.

The below procedure is also outlined in our Safeguarding policy.

Raising concerns about staff, freelancers or volunteers

If you have a concern about the behaviour of staff, freelancers or volunteers (including artists taking part in a festival or other project), there are multiple ways to raise your concern in the first instance.

- The designated safeguarding lead, Bob Christer, is always available to hear concerns and to support individuals with the best course of action, regardless of if you feel it is a safeguarding concern or not. You will be supplied with Bob's contact phone number when taking part in a festival, or Bob can be contacted at safe@1448uk.com
- Artist Liaisons – at our festivals, our artist liaisons are always on hand to support. Although they have administrative and production responsibilities to oversee, the wellbeing of those we work with always takes priority, and our teams of artist liaisons will always mean one person is available to hear your concerns.
- Artist Advocates – 2 artist advocates will be available at each festival, and are available to hear concerns and offer support.
- Artist buddies – during each festival, we will make efforts to pair 'Rookies' new to the festival up with 'Veterans' who can also be on hand to offer support and guidance.

Raising concerns about our safeguarding team

If you have concerns about the behaviour of the Designated Safeguarding Lead, or Directors of 14/48 UK, there are still appropriate channels to pursue. If the concern is related to putting young people or vulnerable adults at risk, this should be reported to the relevant local authority safeguarding team - 14/48 UK's registered office falls in Northamptonshire, as such the relevant contacts are:

- Northamptonshire Safeguarding Children Partnership Board
www.northamptonshirescb.org.uk - 0300 126 7000,
- or Northamptonshire safeguarding Adults board
www.northamptonshiresab.org.uk 0300 126 3000

or if you had a concern around the general conduct of a UK based Director, this could be reported to the 14/48 Projects in Seattle who oversee our work www.the1448projects.org



Raising concerns about staff or associates of a partner venue

If you have concerns about the actions of staff or associates of a partner venue, these would need to be escalated through their own internal processes. Concerns can still be reported to ourselves, but we may need to pass concerns to the appropriate authority.

Our responses to breaches of our code of conduct

In all cases we will seek to communicate with both sides of the incident, and others involved to obtain witness statements around the behaviour.

A judgement will be made on the correct course of action by the producing team, including Artist Liaisons, Directors of 14/48 UK and the Steering Group and Invite Committee of 14/48 UK where appropriate.

The action taken will depend upon the severity of the incident, whether the incident is part of a pattern of other concerning behaviours and the response by the person(s) accused of breaching the code.

Severe breaches of the code will be judged to be any kind of physical or sexually abusive behaviour, or any form of deliberate abuse or bullying. In severe cases of breaches of the code, the artist accused may be asked to leave the festival or project immediately.

Less severe breaches may lead to barring from future festivals if a pattern of concerning behaviour emerges.

If the breach is deemed to be a mistake or oversight, and the artist in question is clearly committed to learning and improving behaviours, including an apology to those affected by the incident, no further action will be taken, although the incident may be discussed at future invite committees to ensure appropriate vetting of potential artists.