

Escape Arts: Our Shared Values

At Escape Arts, we create safe, inclusive spaces where everyone feels valued, respected, and free to express themselves creatively. Our Shared Values describe how we can all work together to support each other and provide that safe space.

Everyone Welcome

We champion diversity and ensure our spaces are inclusive and welcoming to all. We do this by:

- Respecting the rights, identities and experiences of others.
- Actively including everyone and allowing everyone to contribute in the way that feels most comfortable to them.
- Valuing diversity and recognising the strengths that different perspectives bring.

Trust

We act with honesty, integrity, and transparency in everything we do. This is by:

- Demonstrating integrity and openness in all relationships.
- Maintaining confidentiality and handling information responsibly and sensitively.
- Taking responsibility for our actions and building trust through consistent behaviour.

People Power

We believe everyone has something valuable to offer and support people on their creative journey. We do this by:

- Treating everyone with kindness, compassion, and courtesy.
- Supporting and empowering people to make their own choices and develop confidence.
- Respecting individual boundaries, preferences of others and treat everyone as they wish to be treated.

Creativity and Innovation

We encourage creative freedom and an environment where ideas can flourish. We do this by:

- Celebrating individuality and encouraging people to explore, experiment, and express themselves creatively.
- Supporting people to take creative risks, learn from experiences, and feel proud of their achievements.
- Working together so that everyone can enjoy and contribute to creative sessions.

Community Driven

We listen, share and create together to shape projects that reflect our community and show how the arts can bring people together. We do this by:

- Listening to and supporting others to ensure that every voice is heard.
- Working collaboratively and valuing shared ownership of ideas and projects.
- Representing Escape Arts with pride, care, and respect both in person and online.

At Escape Arts, we strive to create an environment in which everyone can thrive creatively, feel good about their achievements and feel able to contribute individually and equally. 'Our Shared Values' was created in collaboration with Escape Arts beneficiaries and applies to all staff, volunteers, beneficiaries, trustees, artists and contractors working with Escape Arts. This applies to projects both in person and online, including communicating using project social media groups such as WhatsApp. Escape Arts also has a Code of Conduct specifically for project WhatsApp groups. Everyone is given a copy of 'Our Shared Values' when joining Escape Arts. For beneficiaries joining an Escape Arts community group, the Project Coordinator will go through this document with them to ensure it is understood and adhered to.

Access

As a charity, Escape Arts does not have the resources to provide one-to-one support. Participants are welcome to 'drop in' to the project and access a free workshop to see if the project is right for them. If participants are not able to access Escape Arts activities independently, we can give advice and help on how to obtain the required funding or resources for the appropriate support. For this to happen we ask participants, families, keyworkers or carers to:

- Complete a registration and project referral form.
- Make staff aware of any additional needs participants may have, including medical information needed to ensure safety and wellbeing.
- With Escape Arts guidance, arrange identified support to be sought through provision of an external support worker or to access funding to enable Escape Arts to provide a one-to-one worker.
- Liaise with the Escape Arts project staff to ensure the level participation is manageable and enables full contribution to the group activities. If participants are not engaging with the project activity, Escape Arts will identify and signpost to more suitable alternatives.
- Abide by the shared values outlined above, ensuring participation does not affect the delivery of the project activities and the enjoyment of everybody within the group. Whilst every effort will be made by all at Escape Arts to facilitate participation, Escape Arts reserves the right to withdraw membership for anyone who does not abide by the shared values.
- Understand and agree that abuse (verbal, physical or emotional) of Escape Arts staff, volunteers or beneficiaries will not be tolerated under any circumstances and will result in membership and participation being temporarily or permanently withdrawn pending a review on a case-by-case basis.

This policy and procedure was adopted on: July 2026

To be reviewed every two years.

Date of Review: July 2028