



Ethical Policy

Interpretations

“Staff” are all members including directors, freelancers, volunteers or anyone working on behalf of deep:black.

“Directors” are those deep:black members that hold a company share of deep:black london.

Introduction

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deep:black's vision is to create a community that is open, continues to learn and inspire, and that integrates conflict positively and creatively into our lives by using the arts.

This policy sets out the standards of behaviour that deep:black encourages among our own staff (our directors and members, freelance staff, volunteers and anyone representing deep:black in any paid or unpaid role) in order to create a culture of openness, trust and integrity within our own team so that we become and remain an inspired and inspiring learning community.

Values

deep:black has been set up as a not-for-profit co-operative and is guided by the seven **international co-operative principles*** of 1) voluntary and open membership; 2) democratic member control; 3) members' economic participation; 4) autonomy and independence; 5) education, training and information; 6) co-operation among co-operatives; and 7) concern for the community; and by our **deep:black set of values** of 1) stimulating ownership; 2) engaging with conflict; 3) being creative; 4) working sustainably; and 5) valuing community.

General conduct

deep:black staff including freelance staff and volunteers will at all times:

- Conduct themselves in accordance with all national and international laws;
- Act with honesty, authenticity and integrity, and never knowingly mislead any person
- Aim to develop honest working relationships with co-workers by participating actively in deep:black's team work (including check-ins, debriefs, evaluations)
- Protect confidential information that they gained during their work
- Be impartial and
 - declare and disclose any personal interests
 - not give or receive any inducements which could, or could be seen to be in conflict with the interests of deep:black's work
 - not provide any services that could or could be seen to be in conflict with the interests of deep:black
 - not compete with deep:black in any personal capacity by approaching deep:black partners or clients for the delivery of services
 - not accept any hospitality or other form of gift or reward which could be seen

- as an inducement
- Inform a deep:black director of any:
 - Actual, potential or perceived conflict between their own and deep:black's interests
 - Actual, potential or perceived financial interests of theirs or of any member of their close family, which may, or may be perceived to be, in conflict with the interests of deep:black
 - Actual, potential, or perceived conflicts between the interests of deep:black and those of any relevant private entity
 - Apply the ethical standards guiding their particular profession

Facilitation

Facilitation involves a range of tasks including managing time and structure of the session; dealing with group dynamics and potential conflict; responding to unexpected issues that impact on the group/content; motivating the group; role-modelling behaviour and co-working with other facilitators and staff from client organisations.

deep:black facilitators (co-operative members, freelance staff or volunteers) will aim to:

- Co-operate with each other in order to create the best possible learning experience for participants or members of the audience
- Prepare themselves individually and within their teams and in particular actively take part in pre-delivery check-ins and post-delivery debriefs
- Engage in reflective practice and showing a willingness to give and receive feedback and affirmation of good practice and a commitment to developing their skills

The protection of participants' and audiences' best interest is a key concern of facilitators, artists and other staff working on behalf of deep:black and includes:

- Creating a working environment that is physically and emotionally safe by adhering to deep:black policies and agreeing on specific ways of working for each piece of work based on a session plan that details staff roles and responsibilities. The use of ground rules and strategies for managing these will be discussed by the delivery team.
- Identifying possible issues that might arise in a specific piece of work including special circumstances of the participants/audiences such as special needs, trauma, mental ill health, and agreeing on ways of working with these as a team.
- Undertaking all work in the spirit of confidentiality with the understanding that anything discussed in a closed group/workshop is private to the group. In creative projects the result in a public show or viewing deep:black staff will ensure individuals' requests for anonymity as much as is feasible. However, anonymity cannot be guaranteed especially as other participants may disclose information about the project. Confidentiality and anonymity may need to be broken by deep:black staff in order to safeguard a vulnerable young person or adult as laid out in the relevant deep:black policies.
- Following safeguarding procedures and policies at all times
- Ensuring wellbeing of participants/audience at all times including managing people's expectations and providing a sense of closure for the end of a course, workshop or one-off event

- Leaving participants and audience members with full control over their participation by giving clear programme overviews and activity instructions
- Exploring with participants the involvement of third parties in creating art work such as film and photography or theatre work using a third party's story. Ensuring that participants will use release forms to get consent from third parties for their stories or images to be used
- Leaving ownership for art work with participants/members of the audience and explore possibilities of public sharing that is based on informing and engaging participants in the decision making processes over displaying art created by them in a public space. Obtaining written consent from participants for the use of their art work in a show case/exhibition and ensuring that the copyright for art work created by participants remains with them. Participants will be given guidance by deep:black staff in their choices over what gets displayed with what information making sure that due consideration is given to any protection issues
- Ensuring that clear guidelines for the use of any income generated through art work that has been created by deep:black participants are developed with the participants in the onset of a project. deep:black's practice is to remit 50% of all income made from sales of art work to the individual artist where appropriate; if this is not feasible or appropriate the income will be put towards the continuation of deep:black's work which directly benefits the community.
- Ensuring that all media enquiries go through deep:black staff and that any participant who is interviewed by the press on behalf of the project will be appropriately prepared and guided and where possible supported during the interview by a deep:black member of staff.

Ethical Funding

In accordance with deep:black's value of sustainability we aim to secure and grow the future of deep:black's work through a variety of income strategies including commissioning, fundraising, loans and sales of products.

deep:black will consider whether we can accept income in any form from individuals or companies who's values conflict ours on a case by case basis. These include companies who block or actively work against social justice, companies whose activities harm the environment, companies who block or work against community empowerment and companies that benefit from armed conflicts. Companies involved in any of the areas below would be seen as not in alignment with our values:

Human rights abuses; arms manufacturers and dealers, and organisations responsible for financing, planning, overseeing or carrying out national defence and security; manufacture of hazardous products or chemicals; ozone depleting chemical production; nuclear power; tropical hardwood sales; water pollution.

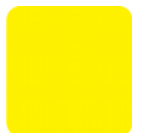
deep:black will not accept funds that could

- Create unacceptable conflicts of interest
- Materially damage the reputation of deep:black
- Undermine the relationships of trust with deep:black stakeholders

deep:black will not accept donations in circumstances when:

- The donation is made conditional to the donation being spent on activities or purchases that are not in alignment with deep:black's values or strategic interests
- The donor has acted, or is believed to have acted, illegally in acquiring the funds

***This policy was approved on 27 August 2013
This policy was last reviewed on 18 October 2017
This policy next be reviewed in: October 2019***



Co-operative Principles (taken from <http://usa2012.coop/about-co-ops/7-cooperative-principles>)

Co-operatives around the world generally operate according to the same core principles and values, adopted by the International Co-operative Alliance in 1995. Co-operatives trace the roots of these principles to the first modern cooperative founded in Rochdale, England in 1844.

1. Voluntary and Open Membership

Co-operatives are voluntary organisations, open to all people able to use its services and willing to accept the responsibilities of membership, without gender, social, racial, political or religious discrimination.

2. Democratic Member Control

Co-operatives are democratic organisations controlled by their members—those who buy the goods or use the services of the cooperative—who actively participate in setting policies and making decisions.

3. Members' Economic Participation

Members contribute equally to, and democratically control, the capital of the co-operative. This benefits members in proportion to the business they conduct with the co-operative rather than on the capital invested.

4. Autonomy and Independence

Co-operatives are autonomous, self-help organisations controlled by their members. If the co-op enters into agreements with other organisations or raises capital from external sources, it is done so based on terms that ensure democratic control by the members and maintains the cooperative's autonomy.

5. Education, Training and Information

Co-operatives provide education and training for members, elected representatives, managers and employees so they can contribute effectively to the development of their cooperative. Members also inform the general public about the nature and benefits of cooperatives.

6. Co-operation among Co-operatives

Co-operatives serve their members most effectively and strengthen the cooperative movement by working together through local, national, regional and international structures.

7. Concern for Community

While focusing on member needs, cooperatives work for the sustainable development of communities through policies and programs accepted by the members.

