

# BarkingMad Promotions

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## **BarkingMad Promotions: Safe Guarding Policy - Notice for Venue Managers**

### **Venue Policy Policy for BarkingMad Promotions Entertainers**

#### **Introduction**

BarkingMad Promotions is fully committed to ensuring the safety, welfare, and dignity of all our entertainers, clients, and staff. This safeguarding policy outlines the measures in place to protect performers from abuse, harassment, or harm while working at venues, during travel, and in any professional engagements arranged through our company.

Our priority is to provide a safe, respectful, and professional environment in which all entertainers can perform and work without fear of mistreatment. This policy aims to establish clear expectations and procedures for identifying, reporting, and addressing safeguarding concerns.

#### **Scope**

This policy applies to all entertainers, contractors, clients, and staff working under or in partnership with BarkingMad Promotions. It covers performances, travel, communications, and any interactions with audiences, venue staff, clients, or fellow performers.

#### **Key Principles**

- 1. Zero Tolerance for Abuse**

BarkingMad Promotions operates a zero-tolerance approach to abuse, harassment, bullying, or

any form of mistreatment toward our entertainers. This includes verbal, physical, sexual, or emotional abuse from venue staff, clients, patrons, or other performers.

## 2. **Dignity and Respect**

Every performer has the right to work in an environment free from harassment and intimidation. We expect all parties, including venue managers, security, and patrons, to treat our entertainers with dignity and respect at all times.

## 3. **Clear Reporting Procedures**

BarkingMad Promotions has implemented a clear and accessible reporting system for any safeguarding concerns. All reports will be treated confidentially and addressed promptly, with appropriate follow-up and actions taken.

## 4. **Proactive Venue Management Engagement**

We will work closely with venue managers to ensure they uphold the same standards of protection for performers as they do for their own staff. Venue staff, including security, must be proactive in addressing abusive behaviour from patrons or other sources.

## 5. **Continuous Improvement**

We are committed to continually improving our safeguarding processes, based on feedback from entertainers and the changing nature of the entertainment industry.

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## **Definitions of Abuse and Harassment**

- **Verbal Abuse:** Use of language intended to degrade, belittle, or intimidate, including heckling and inappropriate comments.
- **Physical Abuse:** Any form of violence or threatening behaviour, including unwanted physical contact.
- **Sexual Harassment:** Unwelcome sexual advances, gestures, or comments, as well as any behaviour that makes an entertainer feel uncomfortable or unsafe.
- **Emotional Abuse:** Behaviours intended to cause emotional distress, such as isolating, undermining, or belittling a performer.

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## **Responsibilities**

- **BarkingMad Promotions**

It is the responsibility of BarkingMad Promotions to ensure that all entertainers are briefed on safeguarding measures before performances, including how to report concerns.

- **Entertainers**

Entertainers are encouraged to report any safeguarding concerns they may have. Performers should feel empowered to express any discomfort or concern without fear of reprisal.

- **Venue Managers and Staff**

Venue managers must ensure that their staff are aware of and adhere to the safeguarding policies, providing protection for entertainers as they would their own employees. Immediate action must be taken in response to any incidents of abuse or harassment.

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## Reporting Abuse and Safeguarding Concerns

Any incidents or concerns should be reported through the following steps:

1. **Immediate Action**

If an incident occurs during a performance, venue security or management should be notified immediately to de-escalate the situation.

2. **Reporting to BarkingMad Promotions**

Entertainers should report all incidents to BarkingMad Promotions via our designated safeguarding officer as soon as possible after the event. Reports can be made verbally or in writing via email or phone.

3. **Follow-Up**

Once a report is received, BarkingMad Promotions will take immediate steps to investigate and address the concern. We will liaise with venue management and other relevant parties to ensure appropriate action is taken.

4. **Confidentiality**

All reports will be treated with strict confidentiality. However, if the situation warrants, we will report incidents to the authorities in compliance with the law.

5. **Support for Entertainers**

BarkingMad Promotions will offer emotional support and resources to any entertainer who has

experienced abuse or harassment. This may include access to counselling or other professional services.

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## **Heckling and Verbal Abuse**

BarkingMad Promotions recognises that heckling is often a part of live performance, particularly in comedy. However, there is a clear distinction between playful interaction and harmful verbal abuse. Performers should feel confident that they can request support from venue staff if heckling crosses the line into personal attacks, harassment, or creates an unsafe environment.

### **1. Performers' Rights**

Performers have the right to stop their performance or ask for venue staff intervention if they feel that heckling is aggressive, offensive, or crosses personal boundaries.

### **2. Venue Responsibilities**

Venue managers and security must be prepared to intervene if a performer is subjected to harmful verbal abuse from the audience. Offenders should be warned or removed if necessary.

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## **Prevention of Abuse**

To prevent abuse, BarkingMad Promotions will:

- Brief all entertainers on their rights and the safeguarding measures in place before every performance.
  - Liaise with venue managers to ensure they understand the safeguarding policy and their role in upholding it.
  - Provide clear, accessible channels for entertainers to report concerns.
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## Review and Monitoring

BarkingMad Promotions will review this safeguarding policy annually and make any necessary updates to improve its effectiveness. Feedback from performers and other stakeholders will be sought to ensure all concerns are addressed.

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## Final Thoughts

The safety, dignity, and well-being of our entertainers are of paramount importance. BarkingMad Promotions is committed to fostering an environment where all performers can focus on their craft without fear of abuse or harassment. We are here to support you and ensure that your working conditions remain safe and respectful.

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For any safeguarding concerns or to report an incident, please contact:

**Mike Barker**

**BarkingMad Promotions Safeguarding Officer**


Email: [Your Email Address]

Phone: [Your Phone Number]

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## 6. Additional Information or Comments

If you wish to provide any further information or have additional comments, please feel free to contact us directly at [email address] or by phone at [phone number]. We value your input and encourage open communication throughout this process.



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Thank you once again for your diligence in bringing this matter to our attention. We assure you that BarkingMad Promotions is committed to fostering a respectful and secure environment at all times.

**Yours sincerely,**

*Michael Barker*

Date:

Mike Barker MikeyBee  
**BarkingMad Promotions**