

PRIDE PERFORMERS – CODE OF CONDUCT

Pride is committed to creating a welcoming, inclusive and supportive space for ALL who attend our Festival Events and Parade Day. Therefore, we have the following code of conduct in place for all performers:

- 1) Performers must ensure their act is family friendly – this means it includes no swearing or other offensive language, no offensive or overtly sexual actions or references, and no nudity.
- 2) Pride is committed to equality and diversity, and everyone in the community is welcome to attend our events. Be respectful of your audience, other performers, and Pride volunteers.
- 3) Please note that all our events operate the following safe spaces policy to help create an open and welcoming environment. We ask that everyone respects these points:
 - a. Verbally or physically aggressive behaviour will not be tolerated.
 - b. Any form of racism, homophobia, biphobia, sexism, transphobia, ableism, or prejudice based on age, ethnicity, nationality, class, gender identity, sexual expression, appearance, language ability, intersex characteristics, immigration status or religious affiliation will not be tolerated.
 - c. Do not make assumptions about gender, pronouns, sexuality, or whether someone is 'out'. If you are unsure, it is better to ask the person(s) to avoid upset.
 - d. When addressing your audience, please avoid phrases like 'ladies and gentlemen', which excludes trans/non-binary people. Other options include 'friends', 'everyone', 'fellow humans', 'wonderful people', etc.
 - e. Please avoid the perpetuation of stereotypes regarding people's sexuality/gender identity (e.g. saying that bisexual people are greedy/confused, that lesbians are all butch, or that trans people are indecisive).
 - f. Please ensure your act does not include any cultural appropriation.
 - g. All bathrooms will be gender-neutral, and we ask all participants to respect that.
 - h. Please respect other people's physical boundaries – non-consensual touching of any other person will not be tolerated.
 - i. Be aware of people's personal preferences towards their photograph being taken. Only take photos of friends or people you know; otherwise, please ask beforehand.
 - j. Violence, theft, extreme drunkenness, the selling and use of drugs, and public sexual acts are not welcome at Pride. You will not be able to perform if you outwardly appear to be intoxicated in any way.
- 4) Failing to abide by the code of conduct may result in any individual performer or group not being able to perform, being removed from the event, and where applicable being referred to the police.
- 5) If you are ever made to feel unsafe or threatened by anyone, please bring this to the attention of a Pride committee member (identifiable by volunteer t-shirts and ID badges on lanyards) or security staff.
- 6) Importantly – enjoy yourselves! Pride is about celebrating who you are, and the more you enjoy yourselves the more fabulous the day will be for everyone!

Thank you :)

PRIDE PERFORMERS – TERMS AND CONDITIONS

1. Pride reserves the right to position acts in the line up on stage as it sees appropriate.
2. Pride reserves the right to change the start time of the performance, and to cancel the performance at any time. In such circumstances no compensation will be payable to any entrant.
3. Entrants hereby agree to participate in any publicity and documentation organised by Pride in the period during and after Pride Day.
4. Disputes as to the interpretation of these Terms and Conditions will be resolved by the Pride Chair or H&S Officer, whose decision will be final.

PROHIBITED ITEMS

5. Entrants must not use; fireworks, sparklers, naked flames, firecrackers, explosives, pyrotechnics or any other items of a similar nature.

HEALTH AND SAFETY

6. Performers must take all reasonable steps to ensure that all relevant requirements of Health and Safety legislation are met during their participation on Pride Day, including being prepared with appropriate protection for any adverse weather conditions.

INSURANCE AND INDEMNITY

7. Performers shall indemnify Pride from and against all loss, actions, claims, damages, costs, expenses and liabilities of whatever nature howsoever arising or incurred.
8. Pride shall not be liable for any loss, damage or injury incurred by any person (whether an individual or organisation), or to any equipment forming part of an act, or to the property of any person taking part in the day (whether or not such property forms part of an act) at any time during the day howsoever such loss or damage is caused, save only that Pride does not exclude liability for any personal injury or death caused by the Pride's own negligence.
9. Pride shall not be liable for any loss, damage, claim or expense of any nature whatsoever in the event of cancellation of the event for whatever cause or withdrawal of an act under any of the clauses of these conditions.