

Richard Chappell Dance CIC Code of Conduct

Date Edited: 18th July 2025

Dear artist and collaborator,

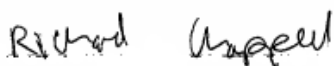
Thank you for agreeing to work with Richard Chappell Dance.

At RCD, we strive to foster a safe and supportive environment for artists to flourish in. We believe this is made possible by making our spaces inclusive, accessible, psychologically safe and restorative. As an artist or cultural worker engaging with the company, we expect you to contribute to this goal through your words and actions during all company activities; including rehearsal periods, performances, meetings, community experiences and administrative work.

This document sits alongside our Business Plan and Commitments to Diversity, Inclusion, Equity and Access Policy to provide insight into our values and professional expectations and prepare you for your work with us. We believe that dance that is created in safe and uplifting work environments directly supports the sustainability of artists' careers, while impacting on the experiences they can offer to communities. Since 2013, Richard Chappell Dance has strived to create equity for all artists and participants who are immersed in our work and this document articulates the culture that has been fostered within the ensemble to date.

Please read this document thoroughly and confirm that you agree to the policy outlined by signing below and returning this document to us before commencing your engagement. As an organisation, our values and beliefs evolve with the artists who contribute towards our work and identity. We would love to hear you have any feedback on this document and we will endeavour to circulate updated versions of this policy in the future, as relevant.

We look forward to welcoming you to RCD,



Richard Chappell
Artistic Director, Choreographer

About Richard Chappell Dance CIC

Richard Chappell Dance (RCD) is an internationally renowned ensemble, which creates memorable and moving dance at the forefront of theatre, community engagement, artist support and site responsive performance. We **CREATE** exceptional dance for theatres, galleries, warehouses, heritage sites and outdoor spaces and film. We **CONNECT** people together through meaningful community programmes that are often intergenerational in nature, highlighting the transformative power of dance on people's wellbeing. We **AMPLIFY** and champion new and innovative ways to support dance artists' career development and wellbeing through mentoring, commissioning and training.

Safeguarding Overview

RCD has a zero-tolerance policy on sexism, sexual harassment, bullying, racism, ableism, ageism, homophobia, fatphobia, transphobia, and any other hatefulness. If you experience or witness discrimination or bullying whilst working with RCD, please immediately contact Artistic Director Richard Chappell or Producer Clare Parker. Discipline procedures for incidents of discrimination, bullying or harassment will range from contract termination to notification of UK authorities in severe cases.

Our Values

1. Empathy | Accessibility

We are passionate about, and responsible for, our work being inclusive, diverse and accessible to collaborators, participants and audiences. By ensuring our spaces are safe and uplifting to work in, we strive to be representative of the cultural changes we want to feel in the dance sector. RCD believes empathy plays a huge part in creating conditions for artists to thrive in and experience empowering professional development. This extends to how we communicate with colleagues in professional environments, participants within our community programmes, cultural workers applying to work with us and our audiences.

2. Respect | Collaboration

Cross-artform collaboration between dancers, composers, lighting and sound designers, filmmakers, visual artists and dramaturgs is at the heart of RCD. Each artist has a voice that matters, whether they be early in their careers or seasoned artists within the cultural sector. We respect each other's individual practices and ways of working. Co-authorship is essential for all our work and we believe that artists meeting through mutual respect and active listening cultivates innovation and learning. Our environments celebrate artists stepping out of their comfort zones and provide the support needed for bold risk taking.

3. Efficiency | Trust

RCD consists entirely of freelance staff, and requires high levels of organisational and communication skills from all our workers to ensure our programmes operate with efficiency. Within each workers contracted fees, their time is valued. RCD is a space that requires solution based thinking and strong time management to ensure our programmes reach the highest possible levels of quality and professionalism. This extends to our awareness of each others roles, including performers, our production and administrative teams. We make space for learning by seeking dialogue with each other and trusting in each other's expertise.

4. Generosity | Honesty

Our processes require emotional transparency and high physical vigour. Each artist who is a part of our work needs to be generous in how they give energy to their colleagues and honest when they need support. We are a small ensemble and each artist plays a part in making our work happen through individual and group courage. We see generosity as a reciprocal transference of energy between people for when they are able to give it, and when they need to immerse themselves within it. The short nature of our programmes means there is close intensity between artists and passionate teamwork is needed to support our work to happen.

5. Climate | Community

Human connection to land, the natural world and people is an integral part of all of RCD's work. We strive to ensure we leave no trace where possible when working both in venues and outdoors and consider waste reduction and minimisation of our carbon footprint in every aspect of our work. This level of care extends to the community spaces we work with, including outdoor public spaces and buildings. This is achieved through regular checks with colleagues and participants and each other within working groups. We pay close attention to what language is used and the atmosphere of our spaces.

Our dance is your dance and we can't wait to work with you.

Declaration:

I have read and understood this Code of Conduct and agree to its ways of working.

Collaborator Name:

Collaborator Signature:

Date:



Supported using public funding by
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