



theHammond

INTIMACY AND CONSENT POLICY

2023-2024

THE HAMMOND SCHOOL LTD., MANNINGS LANE, CHESTER, CH2 4ES

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The Hammond School Limited is registered in England and Wales Number 838325. Registered office is above. Charity Number 1022427 incorporating the Betty Hassall Foundation. The school is accredited by the I.S.A and C.D.E.T. and is a member of the B.S.A and I.S.I.

At The Hammond, we are dedicated to fostering a safe, inclusive, and respectful environment for all students and staff. This commitment extends to intimate scenes within theatrical productions and classroom and studio settings. This Intimacy and Consent Policy outlines specific guidelines to ensure the well-being and comfort of everyone involved in our theatre community.

1. Definition of Consent:

Consent is a foundational element in all interactions at The Hammond. For intimate scenes, it is an informed, voluntary, and continuous agreement between all parties. Consent cannot be assumed, coerced, or taken for granted.

2. Intimacy Scenes in Productions:

For any production involving intimate scenes, The Hammond will seek to employ a certified intimacy coordinator/choreographer. In the event of a member of staff leading the training of intimate scenes, the member of staff will adhere to the rules outlined in this policy. This professional will collaborate with the production team and participants to establish clear guidelines, choreography, and boundaries. All students involved in intimate scenes will have the opportunity to provide input, express concerns, and set personal boundaries. The Hammond will remind students of its anonymous whistleblowing policy and procedures (including Whisper®) to encourage disclosure.

3. Intimacy Scenes in Classes and Workshops:

In classroom settings and workshops that involve the exploration of intimate scenes, teachers must prioritise the physical and emotional safety of participants. All exercises will be designed with clear communication and boundaries in mind. Any simulated intimate scenes will require explicit consent from participants, and the atmosphere will be one of professionalism and respect. Students must be made aware of the content of the lesson at least two weeks in advance, in order for them to seek support in the event of concern.

4. Communication and Check-Ins:

Open communication is paramount. Participants involved in intimate scenes, whether in productions or classes, are encouraged to communicate openly about their comfort levels, concerns, and any necessary adjustments. Regular check-ins will be facilitated by the intimacy coordinator, instructors, or designated staff to ensure the ongoing well-being of all involved.

5. Consent Workshops Specific to Intimacy:

The Hammond will conduct specialised workshops addressing consent in the context of intimate scenes. These workshops will be mandatory for all participants engaging in such scenes to ensure a shared understanding of boundaries, communication, and the unique considerations of intimacy within the theatrical context. These workshops must be taken place in advance of any intimacy scenes used as part of training.

6. Reporting and Handling Complaints:

Any concerns or complaints related to consent violations, discomfort, or inappropriate behaviour during intimate scenes should be reported immediately to the designated staff member or authority (DSL). The Hammond is committed to addressing these matters promptly, confidentially, and impartially, with appropriate actions taken to ensure the safety of all individuals involved.

7. Disciplinary Actions:

Violations of this policy may result in disciplinary actions, including warnings, suspension, or expulsion from The Hammond, depending on the severity and nature of the incident.

8. Review and Revision:

This policy will be reviewed periodically to ensure its effectiveness and relevance to the evolving needs of our community. Feedback from participants will be actively sought and considered during the revision process.

By participating in The Hammond activities, all members agree to adhere to this detailed Intimacy and Consent Policy, promoting an environment that values respect, clear communication, and prioritises the well-being of individuals involved in intimate scenes within theatrical productions and classes.