

Magnetic North Working Culture Statement:

At Magnetic North we are working to create a culture that is safe, comfortable, respectful and fair. Where everyone has equal access to opportunities and spaces, regardless of race, gender, disability, sexuality, age, class, caring responsibilities, geographic location, or any other marginalising factors. Where everyone feels fairly treated and valued at work, and that their wellbeing and work life balance is not compromised. Where everyone has the tools, training, support and time that they need to do their job well, and is able to take pride in the quality of their work. Where everyone is properly paid for the work they are doing, and are not asked to go 'above and beyond' without appropriate recognition, support and compensation. We believe that no process, project or show is more important than an individual's physical or mental wellbeing, or their life outside of work. We recognise that in our industry, unsociable hours, 'pinch points' necessitating additional labour, and creative processes with emotional consequences are common. Whilst we might not always be able to avoid these things, we will mitigate them wherever possible - through mindful scheduling, appropriate resourcing and staffing, and careful safeguarding and support.

Magnetic North's core staff is a small team of three part time workers and we recognise that at times we will fail. As such, we want the job of fostering this atmosphere to be a shared project, so we ask that everyone who works with us in any capacity plays their part in contributing to this - by checking in with and looking out for each other, by speaking up if you witness something that doesn't seem right, and by being as aware as you can of your own needs and the needs of those around you - voicing those as they arise and supporting others to do the same. We also understand that sometimes, despite all best efforts, feelings of discomfort and distress at work can arise for many reasons, some of which might be complicated and difficult to name, and you might feel pressure to push through to make a project happen. If ever your experience doesn't match the one outlined above, we invite you to speak to us - even if it means pressing pause on a project or if you're not sure exactly what is going wrong, we are always willing to listen and we'll do all we can to support you and improve conditions.

If you want to discuss any of this further, please contact a member of the Magnetic North Core Team:

Nicholas Bone - Artistic Director

nicholas@magneticnorth.org.uk

Anna Hodgart - Producer

anna@magneticnorth.org.uk

Ellen Renton - Artist Development Administrator

ellen@magneticnorth.org.uk