



Social GRACES Code of Conduct | September 2025

The Social GRACES refers to the way in which we are all different: *Gender, Gender Identity, Geography, Race, Religion, Ability and Disability, Age, Appearance, Caste, Class, Economics, Education, Employment, Ethnicity, Sexuality, Sexual Orientation, Spirituality*

We aim to create a safe, inclusive space for everyone involved in our work. We believe that a real commitment to equity, equality and diversity means not waiting for harm to happen, but to be proactive in recognising and challenging inequality in our own practice and the world.

Doing this work well requires us to be sensitive, open and brave. We welcome challenge, are unafraid to make mistakes and will be bold in changing the way we work. We have high expectations for ourselves, our facilitators and young people and expect facilitators to support our young people in upholding these expectations across all areas of our work.

We are committed to regular examination and review of our practice, ideas and actions. This code of conduct is a living document that will change as we learn and develop.

Be aware

Keep the Social GRACES in mind in your work and be aware of your own privileges and power. Be mindful that differences may be hidden and invisible; be open and curious and try not to make assumptions.

Consider how your words and actions might affect those different to you. Speak up about how your own experience might impact your ability to fully understand others' experience and views.

Be active and accountable

Actively demonstrate your commitment to equality and your own accountability. This is particularly important when modelling behaviour we expect from young people. Highlight the Social GRACES before beginning your activity so that the group know they have permission to call out if they need to. White Rabbit Drama Club has a safeguarding and Social GRACES lead (Anna Izquierdo), and the social GRACES are shared with all parents and members and clearly visible on the White Rabbit Drama Club website.

Be sensitive and ask consent

Consider the impact of raising sensitive subjects. When it is necessary to do so, think carefully about appropriate ways to do this. This may include consulting with participants in advance, giving trigger warnings or enabling people to step away. Don't be afraid to pause and return to a subject later. WRDC will always support leaders in creating space for aftercare when dealing with sensitive material/unexpected incidents.

Be open about your mistakes

Mistakes may happen and we will support staff to learn from them: our failures will make us stronger if we are able to confront them openly and positively.

Take complaints seriously

If someone raises an issue with you, stay calm: take it seriously, listen carefully and write down what they say. Do not feel you need to have all the answers – it is ok to say you need time to consult or think through the issue. Seek support from core team members and keep them informed about your next steps.

Be responsible for your own learning

Be active in your research and learning about things you don't understand. We will support facilitators through training, discussion or access to research materials and time. Anyone in the company can activate a 'Rapid Response': a timebound, resourced project to explore a sensitive subject.

Speaking up

Speaking up can take place in three ways:

Openly during an activity.

Privately to a Anna Izquierdo.

Anonymously on the TYT website (contact form).

Be active in giving permission to those around you to speak up, particularly when working with young people who may find this hard. Be active in speaking up about behaviour that may affect others: do not wait for people affected to speak up as this may exacerbate the harm they have experienced. If someone speaks up about something you have said or done, listen and reflect on what they are saying, even if you think they may be wrong.

Advocate outside the company

White Rabbit Drama Club will be active in supporting our facilitators and team members when they wish to advocate for this work outside of the company, whether in sharing experience and practice or challenging inequality.