

Screen Training Alliance Scotland

Code of Practice: Promoting fairness, respect and openness in all our work.

Screen Training Alliance Scotland (STAS) is a partnership of industry-based training providers with a strategic approach to the skills development of Scotland's screen sector. The members of the Alliance are: BECTU Vision, Film City Futures, NFTS Scotland, Screen NETS and TRC.

This policy applies to all STAS member led activity and events and will be shared with staff, partners, trainers, contributors, programme delegates and trainees who are expected to adhere to the values of the code.

STAS encourages all external agencies, production and individuals who connect with our opportunities to adopt the STAS Code of Conduct in their practice.

Inclusive

Welcome and support people of all backgrounds and identities.

This includes but is not limited to differences of age, colour, culture, educational level, ethnicity, family status, gender identity and expression, immigration status, mental and physical ability, national origin, neurodiversity, political belief, race, religion, sex, sexual orientation, size, social and economic class.

Patience, Courtesy and Consideration

Consider any potential consequences of the choices you are making at work.

We all depend on each other to produce the best work we can. Your decisions will affect colleagues, partners and trainees.

Choose your words, actions and behaviours carefully

Listen when people tell you that they feel uncomfortable if a particular phrase, word or action have been used. If people tell you to stop - please stop.

Always conduct yourself professionally. Be kind to others. Do not insult or put others down.

Harassment and exclusionary behaviour will not be tolerated. This includes, but is not limited to, threats of violence, discriminatory jokes and language, sharing sexually explicit or violent material, personal insults, especially those using racist or sexist terms, unwelcome sexual attention, and encouraging any of the above behaviour.

Our differences can be our strengths

We can find strength in diversity. Focus on resolving issues and learning lessons from each other.

Different people have different perspectives on issues, and that can be valuable for solving problems or generating new ideas. We all make mistakes and blaming each other is not productive.

Respect

Be mindful that other people may have differing situations, perspectives, lifestyles, and circumstances.

We will not all agree all the time, but disagreement does not justify disrespectful behaviour. We will all experience frustration from time to time, but we should not allow that frustration to become personal.

We are working to support the provision of a productive and creative environment where all people feel comfortable and safe.

BECTU
VISION



NFTS
SCOTLAND

SCREEN NETS
industry training

trc.

STAS reserves the right to amend this policy at any time, without notice.

January 2023