



**WELL-BEING &
SAFEGUARDING POLICY
QUEER, KINK & FETISH
EVENTS**

**UNIT 2
110 PENNINGTON STREET
LONDON
E1W 2BB**

Latest Version dated 21.07.2022

Overview

E1 is a diverse venue, hosting events for a wide sector of London's population. E1 operates as a 'Safe Space' venue and hosts events for the LGBTQIA+ ("Queer") and Fetish and Kink community. This policy sets out the guidelines of which these events are run, along with the requirements set for the external promoters to meet our standards of our well-being and safeguarding.

We will keep this policy and our expectations under regular review.

External Promotions

All Queer, Fetish and Kink Events are run by external promoters. We have a high standard for these promoters to host an event at the venue, set out below are our minimum requirements we expect from them.

We only work with experienced promoters that have a track record of successful events.

We will require each of our promoters to provide a clear event management plan and risk assessment as part of our booking process.

Communication with Customers & Patrons

All wording in communication to customers, via either websites, social media or ticket outlets, is to be confirmed by the venue before posting to ensure all information is correct and accurate.

Pre-Event Rules

Prior to every event, a list of rules and codes of conduct must be sent out via email to all ticket holders and prominently displayed in the venue on the night. This includes, but is not limited to -

- Consent, and the meaning of no.

- E1 venue policies.
- The use of safe words, both private and generic.
- Respecting boundaries and personal space.

The event rules and codes of conduct should also be prominently available on all social media advertising and postings.

These rules are in addition to the usual practices and expectations in respect of intoxication, drugs, offensive items etc.

Monitors

The promoters must ensure a team of 'monitors', who are from within the community, are appropriately trained and working to ensure safeguarding within the venue and play areas. There must be an adequate number of monitors in place in respect of the venue size and capacity.

These monitors must be easily identifiable and have undertaken training in accordance with Safer Sounds Partnership, Welfare and Vulnerability Engagement (WAVE), Ask for Angela and Good Night Out schemes or other similar recognised schemes.

Training

E1 prides itself on a high standard of training for all members of staff in regards to safeguarding and welfare procedures. E1 is a strong advocate of the Ask for Angela, with regular training undertaken to ensure all staff members are aware of its importance.

Staff are also trained in line with Safer Sounds Partnership, Welfare and Vulnerability Engagement (WAVE), Ask for Angela, Good Night Out and Metropolitan Police and Hackney Council Venue Welfare Training.

Play Areas

The play areas are to be clearly identified and limited to a specific pre-determined areas within the venue, this ensures that the monitors and welfare officers can be positioned in the most appropriate locations around the venue.

All equipment, screening and layout is checked and approved by the venue to ensure that all CCTV and viewpoints are not obstructed.

CCTV

The layout and decoration of the venue must not obstruct the CCTV camera systems and its operation. This ensures that the high standard of the visual recording system is maintained and in place for these events.

Monitoring and Control of Play Areas

This area is regularly patrolled by both internal and external monitors and welfare officers. Their key responsibility is to keep the play areas controlled and organised, as well as clean and sanitised. The monitors must be clearly identifiable and fully trained. Typically by way of Hi-Viz armbands, jackets or other clothing.

Medical Team

E1 contracts a highly trained and experienced Medical Team to work at the venue to ensure that immediate first aid is available for all customers and staff on site.

They are also trained in responding and helping victims of potential sexual harassment or trauma.

Welfare and Safeguarding Team

E1 also enlists a Welfare and Safeguarding Team to work in partnership with the Medical Team, Monitors and all other staff to help any customers who appear to be vulnerable or seek assistance.

The Welfare and Safeguarding Officers are to be easily identifiable and are highly trained to spot and identify the signs of vulnerability.

Signage

E1 has a high level of signage for both inside and outside the venue, this includes Ask for Angela and Good Night Out posters and our own Welfare signage.

These posters are positioned around the venue in key locations across all rooms and toilets.

Door Refusals

E1, and promoters, are keen to keep these events exclusive and to ensure that it is vital to refuse entry for those who 'do not fit the bill'. This is decided by the promoter and their team, and it is stated in all tickets that the mere purchase of a ticket does not guarantee entry.

ID Scanner & Ban List

With the introduction of the ID Scanner in 2021, we have a high list of those banned from our venue for numerous reasons. This includes those who have attended previous fetish and kink events and have been refused or ejected.

The promoters also have a list of those banned from their event. We ensure that the ticket scanning is undertaken by someone from their team who is able to spot and identify those individuals to prevent them entering the venue.

Search - Banned Items

On entry, there is list of banned and contraband items specific to fetish and link events, this includes, but is not limited to -

- Scissors, knives and other sharp objects
- Bats, hammers and any type of potential weapons
- Cabled play toy

This list will be kept under review.

Dress Code

These events are not solely about 'play', there is a strong artistic and sensual value so the use of a strict dress code is vital.

An enforced dress code allows the shows to remain exclusive and would also prevent random 'walk-ups' and people who have not preplanned and understood the rules to enter the premises.

This is policed by the promoter and their team on entry, and anyone who does not meet the standard is refused entry.

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