

## Respect & Personal Safety Policy

### Our Commitment to a Safe and Inclusive Fête

At the Beaulieu Village Fête, we are proud to host a day celebrating our community spirit, heritage, and togetherness. To ensure everyone can enjoy the fête safely and comfortably, we are committed to maintaining an environment that is welcoming, inclusive, and respectful for all.

**We strongly disapprove of any form of harassment, discrimination, or abuse.** This includes, but is not limited to:

- Sexual harassment or inappropriate behaviour
- Racist, sexist, homophobic, or discriminatory language or conduct
- Bullying, intimidation, or verbal abuse
- Physical aggression or threatening behaviour

**Offenders may be asked to leave the event.**

### If You Experience or Witness Harassment

If something doesn't feel right, please speak up and report the incident immediately to an Event Steward, identifiable by their high-visibility vests

What will happen next?

- You'll be listened to with respect and without judgement
- We'll take appropriate action in line with our event management plan
- If necessary, the person responsible will be asked to leave the fête
- In cases of serious risk or potential criminal behaviour, the police will be contacted

If you would like to speak privately, we can provide a quiet area and, if needed, help direct you to support services after the event further.

### Our Pledge

We will treat all concerns with confidentiality, seriousness, and care.

The Beaulieu Village Fête is for everyone. Together, let's make it a space where all feel safe, respected, and welcome.