

Safety, Health and Wellbeing

We value the safety and security of our attendees. We want everyone to have the opportunity to participate in and enjoy our games. There are two main aspects to Curious Pastimes' approach to safety. One is physical safety of all participants and volunteers whilst on site and engaged in the game. The other is the health and wellbeing of all participants and volunteers when attending a CP event.

- Any attendee is encouraged to approach any member of staff if they have any concerns. Staff at Curious Pastimes include:
 - Game Team (identifiable by their white tabards with an R on the front/back and their Referee Callsign across the back) located at Referee HQ (marked on every event site map).
 - Faction Command Team members/mercenary liaisons of which there are 3 in each faction who act as IC and OOC command teams.
 - Faction referees (up to 6 in each faction), players who assist with refereeing duties.
 - Event Team/Medical team (identifiable by their yellow high visibility waistcoats) located at Event HQ/Medical Tent (Marked on every event site map) AVAILABLE 24 HOURS.
 - Game Organisation Desk (GOD) team, located at the GOD (marked on every event site map).
 - Permanent NPCs such as those at the College and Academy.
- At every Curious Pastimes Ltd. event there is a dedicated Event Team based in the "Event Hut" (marked on every event map). The Event Hut is staffed 24 hours for any OOC assistance required for any reason. This team also responds to call outs around event sites to assist with any OOC concern. **If any attendee requires help at any time during an event they should approach any staff member with a radio and ask. Alternatively they may approach the Event Hut directly.** The qualified Medical team is based next to the Event Hut. If for any reason an attendee would prefer to speak to a member of staff of a specified gender or other identity then please let us know and we will do our utmost to fulfil the request.
- Every event is attended by a professional Medical team. This team is experienced with providing physical and mental health first aid at large events and festivals, and is on call 24 hours per day. They can be identified by their OOC medical uniforms. They can often be seen around the event working with the Event Team and Referees to ensure safety and first aid of all types is available immediately, should it be needed. They have a clearly signposted HQ where people can access their services in confidence.
- Whilst some specific types of behaviour and conduct are discussed in this policy it is not an exhaustive list. ANY behaviour or conduct by an individual/group which causes someone to feel uncomfortable, concerned, frightened, sad, pressured or otherwise negatively affects their mental, emotional or physical wellbeing should be reported to a member of staff as soon as possible. This includes all Curious Pastimes Ltd. official online spaces.
- All Attendees must respect the reasonable boundaries of other Attendees. If someone asks you to stop doing something out of respect for them, for any reason, then please stop immediately.
- With the exception of IC combat, battles and skirmishes and touch spells, clear consent must be sought when interacting physically (touching or other physical contact) with another Attendee.
- During combat, battles and skirmishes if someone raises their hands or disengages from physical contact, please be mindful that they may have a specific reason, e.g. they may be a non-combatant or have an OOC concern. If you have any concerns, raise them with a member of Staff.
- All Attendees consent to being touched when an Attendee is using or receiving a touch spell. However, Curious Pastimes asks all Attendees to be sensible and respectful. A touch spell may be administered to a different part of the body if needed, for example when healing, and over clothing or costume including armour. If a person wishes to not be touched they should say so and the spellcaster should immediately stop; a spell will not be broken in this circumstance.

- Sexual Harassment is not acceptable under any circumstances. “Sexual Harassment” means unwanted behaviour of a sexual nature which: violates anyone’s dignity. makes someone feel intimidated, degraded or humiliated and/or creates a hostile or offensive environment. In this context, sexual harassment can mean any form of sexually inappropriate behaviour including, but not limited to, touching, name-calling, “jokes” or conversation of a sexual nature that makes another person uncomfortable, or a person continuing to talk to/interact with another person who has asked them to stop.
- Physical Harassment is not acceptable under any circumstances. “Physical Harassment” means a type of harassment that involves physical attacks or threats. In extreme cases, physical harassment may be classified as assault. Physical gestures such as playful shoving can blur the line between appropriate or not since it is the recipient of the behaviour who decides whether it makes them uncomfortable and therefore it is the responsibility of the recipient to raise the issue. The person inflicting the act must stop immediately on being advised. In this context this means any unwelcome physical behaviour such as, but not limited to, moving another person, pushing/jostling or violence.
- Psychological Harassment is not acceptable in any circumstances. “Psychological Harassment” means harassment that has a negative impact on a person’s psychological well-being. Victims of psychological harassment often feel put down and belittled on a personal level, a professional level or both. The recipient of the behaviour decides whether it makes them feel uncomfortable and therefore it is the responsibility of the recipient to raise the issue. The person inflicting the act must stop immediately on being advised. In this context this means behaviour such as, but not limited to, threats, bullying or manipulation.
- If characters choose to roleplay a romantic relationship then the ongoing terms of this should be explicitly agreed between all parties and roleplayed in a way that respects all parties.
- Roleplaying can be very emotionally charged and we would not want to stop this. The responsibility to move away from an IC situation that is making a participant uncomfortable belongs with that participant. Please be mindful of other participants when you are involved in emotionally intense roleplaying, and if someone chooses to step away then just let them. As a player, you should feel free to step away from an IC situation you are uncomfortable with for any reason.
- Participants may not be publicly naked. At a minimum clothing that covers all areas which would be normally covered on a beach or at a swimming pool must be worn at all times. Breastfeeding is an exception to this and is welcomed at CP.
- As per UK law, alcohol should not be consumed by young adults without explicit permission from their “Legally Responsible Adult” (in other words their legal parent or carer) IF and only IF said person is on site with them and in their presence. **If a young person is on site without their “legally responsible adult” they should not consume alcohol at all.** It is the responsibility of a young person to stick to this rule themselves, but **adults (with the exception of “Legally Responsible Adults” on site with young people they are responsible for) should not give alcohol to young people under 18.**
- Pyrotechnics and smoke effects are used at Curious Pastimes events. These effects are used outside of camp areas and so you can expect there to be explosive bangs and smoke during battles and skirmishes. Sometimes smaller effects are used in and around camp areas, for example incense, smaller explosions or smoke effects at the ritual circle. If you are affected by these types of effects please let us know on your booking form as a medical condition. During battles and skirmishes, the FX team are identifiable by their high visibility orange waistcoats. During events we place signage around site when there are going to be significant effects such as pyrotechnics. We make every effort to personally let those people who have declared that they are affected by these effects know when they are being used, but we urge attendees to let their faction staff, the Event Team or other referees know as well if they feel comfortable doing so. This way there are many avenues for warning and support. If an event is likely to include pyrotechnic use, this will be included in pre-event information posts on social media.

- Breaking the code of conduct/game rules or policies may result in a participant being asked to leave site and/or being banned from events.