

The Fenton Safer Spaces Policy

If you feel unsafe or encounter any of the behaviours below, please inform a member of staff as soon as possible. Alternatively, you can email us at [REDACTED] or phone us at [REDACTED], as well as message us via our social media platforms.

The safety, wellbeing, and comfort of everyone in The Fenton, including our staff, is our highest priority. It is our aim that everyone feels welcome in the venue, however we do acknowledge this will not always be the case. This statement outlines unacceptable behaviours and how we will respond in cases where guests do not act in line with our expectations.

It is important these policies represent everyone in the venue and we welcome any constructive feedback on this document via the details above. Our Safer Spaces Policy remains under regular review.

Examples of behaviours that will not be tolerated include; aggressive, violent, and non-consensual sexual behaviours. This includes threat, harassment and any other actions taken purposefully to make another feel unsafe. Acting in such a way is grounds for immediate removal and a ban from the pub.

In addition, the disregard of a persons expressed or clearly implied wishes, intrusion upon another's personal space, deliberately insulting or demeaning language and bullying are all actions that are unacceptable. This list is not exhaustive.

Prejudice and discrimination of any form is not abided. Examples of grounds for which this could happen include, but are not limited to; race, sex, age, disability, sexuality, gender/gender history, nationality, ethnic origin, mental health, marital status, pregnancy/parental status, immigration status, criminal conviction, care responsibilities, socio-economic class, homed status and religious beliefs.

Often, discrimination is unintentional, as such The Fenton team tries to facilitate open and productive discussion when it is appropriate – “discussion” is distinct from “debate”. At its core; we require everyone to treat each other with mutual respect.

We encourage the community around The Fenton to continue to represent these values, but it is key the staff always be informed of instances where they are not upheld, however minor. This way we can support our community as effectively as possible, both at the time of any incident and going forward.

Our safeguarding procedures have informed consent at the heart of them and we always aim to empower victims to decide what response is appropriate in each unique case, so long as the safety of everyone in the venue is upheld.

At the time of improper behaviour there are a range of actions we can take:

- Supporting a discussion led by an offended party
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- A private conversation with the party acting inappropriately explaining our expectations

- Expulsion of those behaving out of line with our values
- In extreme cases the involvement of external organisations, such as the police.

In cases where an offending party is engaged in conversation regarding their behaviour, they must be receptive and respectful. Any continuation of their prior disregard for the rules shall result in their expulsion.

We will always respect your confidentiality and this will remain the case throughout the entire safeguarding process. Staff members may inform or share details with (other) members of management when necessary, only with the consent of the victim.

However, in certain cases where we feel there is significant risk to a party's safety, particularly those involving vulnerable persons, we are unable to maintain confidentiality and may contact the relevant external agencies.

What actions to take after an incident is typically decided by our management team, any non management staff whom may have handled the situation at the time, and any victims who opt to involve themselves. This does not need to be the case if a higher level of confidentiality has been requested and we shall not take actions without first ensuring that it shall not put any victims at risk of harm.

If the decision is made to temporarily ban a party from the pub, when this period comes to an end our management team shall discuss with the party to ensure they understand why they had been barred and that they respect this policy and know what is expected of them going forward. Any further infractions are highly likely to result in a permanent ban.

The Fenton believes in forgiveness. Bans can be challenged and, on rare occasions, permanent bans can be revoked if the persons barred are shown to have significantly reformed themselves. Before this would happen, the management team would discuss whether this is appropriate. After which, we would meet with the banned persons, take an expressed period of time (typically 7 days) to come to a decision privately and then inform the relevant parties of our decision. In cases where there has been a victim this will not happen without their consent. We shall not involve any victim without management first making the decision as to whether it is appropriate and could affect their wellbeing. If it is deemed irresponsible to involve a victim, the banned party shall remain banned.

Ben Consearo
General Manager

The Fenton Team 😊