

## **CODE OF PRACTICE**

### **Showstopper Productions Limited**

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Showstopper is a company of musicians, actors, improvisers, comedians and playwrights who come together to create instant musicals. Our work takes us on tour around the UK and internationally, into corporate entertainment, private events and London's West End. The nature of our work means that we work with, present to, perform to and teach many people from a range of different backgrounds. We aim to be representative of all sections of society and are committed to promoting and encouraging diversity, equity and inclusion among everyone we work with so that all company members feel safe, supported, trusted, respected and able to give their best.

Our core expectation is that all company members, contractors, and participants will be respectful in all that we do, treat each other with trust and care, recognise our individual power and privilege, and take responsibility for our own behaviour and for reporting breaches of this code of practice.

We also recognise the privilege that we have gained collectively as the company has become increasingly established and well-known.

As such:

- Showstopper Productions will comply with all current and future legislation relating to equality of opportunity whilst recognising that the protected characteristics enshrined in the Equality Act 2010 are not exhaustive.
- Showstopper Productions will make reasonable adjustments for individuals wherever possible, understanding that access needs change.
- Showstopper Productions is opposed to all forms of discrimination and will not tolerate expressions or acts that disparage and/or undermine an individual or prevent them from securing their legal rights.
- Showstopper Productions considers all forms of harassment and victimisation to be unacceptable.
- Any instance of sexual harassment should be reported to the Co-Artistic Directors and/or the General Manager (as appropriate) without delay. Showstopper Productions operates a zero tolerance policy to sexual harassment - no worker should have to experience sexual harassment at work. All cases - whether alleged against an employee, a contractor, a company member or a third party - will be fully investigated in line with our sexual harassment policy which may lead to formal action.

- Showstopper Productions is committed to raising awareness and understanding amongst our company members, contractors, participants, and company directors about how to strive for inclusivity in all areas of our work and why this is important.

## **Responses to breaches of our Code of Practice**

All company members, contractors and participants will be provided with a copy of this Code of Practice alongside our [Diversity, Equity and Inclusion Statement](#), both of which will also be contained within the Showstopper Guidebook for Company Members. Everyone is expected to read, fully understand and abide by this code in the course of their work with Showstopper.

If you know of any circumstance where you feel that the Code of Practice has not been upheld, fully observed or implemented, or where a suspect breach has occurred, you should draw this to the attention of the Co-Artistic Directors or the General Manager as appropriate, without delay.

Showstopper will respond to reported instances of contravention to this Code of Practice by conducting a full investigation of the reported incident(s). Where the Code of Practice is found to have been breached, this may be treated as misconduct and, subject to the severity of the breach, could lead to formal action.

Additionally, Showstopper began working with Carol Russell of Russell Clare Associates on our DEI work in 2021. RCA is a training and consulting practice working to ensure that inclusion - particularly around ethnicity - is at the heart of creative companies' daily practice, as well as their long-term strategy.

Showstopper is signed up to RCA's Confidential Call-Out reporting service, should any member of the company, employee, contractor or creative prefer to report any concerns to an independent third party.

If so preferred, they can use the provided dedicated email address at any time to safely and confidentially report any concern around race and racism, or any issue around discrimination and the protected characteristics. Emails will be responded to within 48 hours so that RCA can advise and investigate if necessary. Reports will always be anonymised unless they have written permission from the person raising the issue/s to identify them.

This Code of Practice will be monitored and reviewed annually by the company directors.

*Date of Last Review: November 2025*