




ELIOT SMITH DANCE

Eliot Smith Dance (ESD)

Policy and Procedures on Welfare

Welfare Officer Board Level: Angela Reay
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Name	Date	Reason for update	Signature	Version
Angela Reay Eliot Smith	06/02/2024	P2: Added Health and Safety Directory, Confidential Supprt Numbers Outside of ESD to contents. P3: Introduced Health and Safety Directory P4: Introduced Confidential Supprt Numbers Outside of ESD and update next review date.	<i>E.Smith</i> <i>ACReay</i>	V03
Angela Reay Eliot Smith	24/02/2025	P4: updated next review date.	<i>E.Smith</i> <i>ACReay</i>	V04
Angela Reay Eliot Smith	27/03/2026	P4: updated next review date.		V05

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Introduction

ESD recognises its responsibility to look after the welfare of its company dancers including staff and volunteers and with this view in mind an informal but structured Welfare programme has been devised. Its purpose is to assist wherever possible company dancers, staff and volunteers to settle into their new working and living environment.

This Welfare Policy was originally introduced by the Board of Directors in November 2018.

Procedure

During every engagement with ESD each company dancer including staff and volunteers will be invited to meet informally at least once with the welfare officer. Although the officer may wish to ask general questions, no record of the meeting will be kept, unless so requested by the interviewee.

At that meeting the interviewee can introduce other issues which may not have been raised in the discussion and all views will be treated with sensitivity and respect.

Further meetings can be arranged as and when requested by the Company member.

The service will remain totally confidential unless the interviewee authorises disclosure to a third party.

Only the interviewee has the authority to ask that issues raised be referred to the Creative Director.

Health and Safety

ESD's Health and Safety Policy is available at www.eliotsmithdance.com/commitents

Welfare Officer, Monitoring and Communication

ESD Welfare Officer is Angela Reay (Board Member). Angela can be reached by phone: 07531 005 455 or/and via email at: acreay99@gmail.com

A copy of the Welfare Policy is made accessible to all company dancers including staff and volunteers via the web. Requests for this policy in alternative formats are welcomed and every effort will be made to meet them. For further information please contact ESD at info@eliotsmithdance.com

Confidential Support Numbers Outside of ESD

NHS Mental Health Services <https://www.nhs.uk/mental-health/>

Cruse Bereavement Care 0808 808 1677

Relate (relationships) 0300 003 2972

FRANK (substance abuse/drugs) 0300 1236600

Alcohol Anonymous 0800 9177 650

Samaritans 116 123

Rape Crisis England and Wales 0808 500 2222

Switchboard LGBT+ Helpline 0800 0119 100

Equity <https://www.equity.org.uk/contact-us>

Review

We undertake a review of this policy at least once every year and to communicate changes. The next review date is March 2028. To obtain further copies of this policy, or if you have any questions or comments about it, please contact info@eliotsmithdance.com