

Diversity and Inclusivity Policy

Worlds Awakened LTD

1. Our Commitment

Worlds Awakened LTD is committed to creating immersive and live-action roleplay (LARP) experiences that are welcoming, inclusive, and respectful for everyone. We believe diversity strengthens our stories, our communities, and the worlds we create together.

We are committed to:

- Treating all participants, staff, crew, performers, and volunteers with dignity and respect
- Providing equal opportunities to take part in our events and our teams
- Creating safe, inclusive, and supportive environments both in and out of character
- Preventing discrimination, harassment, bullying, and exclusion in all forms

We aim to ensure that everyone can participate in our events and workplaces in a way that feels safe, valued, and empowering.

2. Scope of This Policy

This policy applies to:

- All employees, freelancers, contractors, volunteers, and crew
- All players, performers, NPCs, and participants
- All clients, partners, and suppliers
- All Worlds Awakened LTD events, rehearsals, workshops, online spaces, and related activities

This policy applies **both in-character and out-of-character**. Roleplay, setting, or character motivation is never an excuse for harmful or discriminatory behaviour.

3. Legal Framework

Worlds Awakened LTD operates in line with the **Equality Act 2010** and all relevant UK legislation. We do not tolerate unlawful discrimination based on (but not limited to):

- Age
- Disability
- Gender reassignment
- Marriage or civil partnership
- Pregnancy or maternity
- Race, ethnicity, nationality, or national origin
- Religion or belief
- Sex
- Sexual orientation

4. What Inclusion Means in Our Worlds

For us, inclusion means:

- People feel safe, respected, and welcome in our spaces
- Barriers to participation are identified and reduced where reasonably possible
- Different identities, bodies, backgrounds, and experiences are respected
- Our stories and settings are designed so that more people can take part meaningfully
- No one is excluded, pressured, or mistreated because of who they are

We recognise that immersive and LARP events can involve physical activity, emotional roleplay, costume, and close interaction. We commit to designing these experiences with **care, consent, and accessibility in mind**.

5. Accessibility and Reasonable Adjustments

Where reasonably practicable, Worlds Awakened LTD will:

- Consider accessibility when choosing venues, designing encounters, and planning activities
- Offer alternative ways to engage with content where physical or sensory barriers exist

- Make reasonable adjustments for players, staff, and crew
- Provide clear information in advance about access, terrain, physical demands, costuming, and content themes
- Work with individuals privately and respectfully to understand and support their needs

We encourage participants to contact us in advance if they have access requirements so we can plan appropriately.

6. Consent, Boundaries, and Player Safety

Worlds Awakened LTD is committed to a **consent-first** approach to immersive play.

- All physical contact, intense roleplay, or sensitive themes must respect clear boundaries
- Participants have the right to say **no**, **stop**, or **step out** of any interaction without penalty
- Safety tools, briefings, and welfare systems will be used at our events
- Ignoring boundaries, pressuring others, or using roleplay to justify harmful behaviour is not acceptable

Player safety and wellbeing always take priority over story, character, or immersion.

7. Harassment, Bullying, and Discrimination

Worlds Awakened LTD has a **zero-tolerance approach** to:

- Harassment or bullying
- Discrimination or exclusion
- Sexual harassment or unwanted attention
- Racism, sexism, homophobia, transphobia, ableism, or other forms of prejudice
- Hate speech, intimidation, or threatening behaviour

This applies to behaviour from staff, crew, players, NPCs, or spectators, whether in-character or out-of-character.

Any concerns or complaints will be taken seriously, handled sensitively, and investigated fairly. Sanctions may include warnings, removal from the event, or bans from future events.

8. Recruitment, Casting, and Participation

Worlds Awakened LTD is committed to fair and inclusive practices in:

- Recruitment of staff, crew, and volunteers
- Casting and NPC opportunities
- Player participation and access to events
- Training, development, and progression

Decisions will be based on skills, experience, suitability, and event needs—not personal characteristics unrelated to the role or activity.

9. Responsibilities

Event Organisers and Management will:

- Lead by example and set clear expectations
- Build inclusion and safety into event design
- Provide clear reporting routes and welfare support
- Take concerns seriously and act on them promptly

All participants and collaborators must:

- Treat others with respect and care
- Respect boundaries, consent, and safety rules
- Challenge or report harmful behaviour
- Follow this policy at all Worlds Awakened LTD activities

10. Reporting Concerns

Anyone who experiences or witnesses' discrimination, harassment, bullying, or unsafe behaviour is encouraged to report it to:

- **William Harris, Director**
- **Richard Outhwaite, Director**

Reports will be handled confidentially, sensitively, and without retaliation. Support will be offered to those affected wherever possible.

11. Working with Venues, Partners, and Suppliers

Worlds Awakened LTD expects partners, venues, and suppliers to respect our commitment to diversity, inclusion, and safety. We will take reasonable steps to:

- Work with organisations that share our values
- Challenge behaviour that conflicts with this policy
- Avoid partnerships that undermine our commitment to inclusive and safe play

12. Monitoring and Review

We will:

- Review this policy regularly
- Update it as our events, community, and legal obligations evolve
- Use feedback from players, staff, and crew to improve our practices

13. Statement of Intent

At Worlds Awakened LTD, our worlds are built by people—and people come first. We are committed to creating immersive and LARP experiences where everyone can feel safe, respected, and able to belong, both in and out of character.