

Welfare and Safety Policy

Worlds Awakened LTD

1. Our Commitment

Worlds Awakened LTD is committed to providing safe, supportive, and well-managed immersive and live-action roleplay (LARP) events. The welfare and safety of our players, staff, crew, volunteers, performers, and visitors is our highest priority.

We recognise that immersive events can involve:

- Physical activity and movement
- Emotional and intense roleplay
- Costumes, props, and set dressing
- Low-light, outdoor, or unfamiliar environments

We are committed to planning, delivering, and running our events in a way that minimises risk and prioritises wellbeing over immersion, story, or spectacle.

2. Scope of This Policy

This policy applies to:

- All Worlds Awakened LTD events and activities
- All staff, crew, freelancers, volunteers, and contractors
- All players, NPCs, performers, and participants
- All venues, rehearsal spaces, and event sites

This policy applies **both in-character and out-of-character**. No part of the game or story overrides real-world safety or welfare.

3. Responsibilities

Worlds Awakened LTD will:

- Carry out appropriate risk assessments for events and activities
- Provide clear safety briefings and rules

- Appoint responsible staff for welfare and safety roles (e.g. Event Lead, Welfare Officer, Safety Officer)
- Respond promptly and seriously to safety or welfare concerns
- Review incidents and improve procedures where needed

All participants must:

- Follow safety rules and staff instructions
- Look out for their own wellbeing and that of others
- Respect boundaries, consent, and stop calls
- Report hazards, injuries, or concerning behaviour promptly

4. Risk Management and Event Safety

Where reasonably practicable, Worlds Awakened LTD will:

- Conduct risk assessments for venues, activities, combat systems (if used), and set pieces
- Clearly communicate any physical demands, terrain issues, or environmental risks in advance
- Ensure props, set, and equipment are suitable and regularly checked
- Use appropriate safety rules for any physical or simulated combat
- Adapt or stop activities if conditions become unsafe (e.g. weather, fatigue, site hazards)

Safety decisions made by staff are final and must be followed.

5. Player Welfare and Wellbeing

We are committed to supporting both **physical and emotional wellbeing**.

This includes:

- Providing clear ways to step out of play if someone feels unwell, overwhelmed, or unsafe
- Having designated welfare contacts or spaces at events
- Treating all welfare concerns seriously and without judgement
- Supporting participants who are distressed, injured, or uncomfortable
- Never forcing or pressuring anyone to continue play

No one will be penalised in-game or out-of-game for prioritising their health or wellbeing.

6. Consent, Boundaries, and Safety Tools

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

- All participants have the right to set and maintain boundaries
- Physical contact, intense roleplay, or sensitive themes must respect consent at all times
- Safety tools (such as stop words, hand signals, or stepping out of character) will be explained at briefings or in player information
- Anyone may pause or stop an interaction if they feel unsafe or uncomfortable
- Ignoring safety tools or boundaries is a serious breach of this policy

7. Medical, First Aid, and Emergencies

Where appropriate to the event:

- First aid provision will be available or clearly signposted
- Emergency procedures and exit routes will be communicated
- Key staff will know how to contact emergency services
- Incidents and injuries will be recorded in line with good practice
- Participants are encouraged to:
- Bring any personal medication they may need
- Inform organisers privately of relevant medical needs where they feel comfortable doing so
- Seek help immediately if they or someone else is injured or unwell

8. Safeguarding and Vulnerable Participants

Worlds Awakened LTD is committed to safeguarding all participants, particularly those who may be vulnerable.

- We do not tolerate abuse, exploitation, or predatory behaviour
- Any safeguarding concerns will be taken seriously and acted on appropriately
- Staff may remove individuals from an event if there is a serious welfare or safety concern
- Where required, concerns may be escalated to venue management or relevant authorities

9. Behaviour, Conduct, and Enforcement

Unsafe, reckless, or harmful behaviour is not acceptable, including:

- Ignoring safety rules or staff instructions
- Dangerous physical play
- Harassment, intimidation, or coercion
- Using immersion or character as an excuse for harm

Worlds Awakened LTD reserves the right to:

- Issue warnings
- Remove individuals from play or from the event
- Refuse future bookings or attendance
- Take further action where necessary

10. Reporting Concerns and Incidents

Anyone who experiences or witnesses:

- Injury or near-miss incidents
- Unsafe conditions or behaviour
- Welfare concerns or distress
- Breaches of consent or boundaries

Should report this to:

William Harris, Director
Richard Outhwaite, Director

Reports will be handled seriously, sensitively, and as confidentially as possible.

11. Review and Continuous Improvement

Worlds Awakened LTD will:

- Review this policy regularly
- Learn from incidents and feedback
- Update procedures as events, venues, and activities evolve
- Continue improving how we protect the safety and wellbeing of our community

12. Statement of Intent

At Worlds Awakened LTD, no story, scene, or moment is more important than real people. We are committed to creating immersive experiences that are not only exciting and memorable, but also safe, supportive, and responsible for everyone involved.