

Safer Spaces Agreement & Accountability Process

Land Skills Fair 2025

Celebration, open discussion, and participation in a safer, more supportive, inclusive space for all who attend and participate is at the heart of the Landworkers' Alliance. As we bring together people from a range of backgrounds and contexts, we recognise that hosting this year's Land Skills Fair brings challenges and opportunities in creating a safer space for all to participate in the event.

To make this event a supportive, non-threatening environment that encourages mutual respect, non-violence and community building, we ask everyone to commit to the following Principles:

1. Joy and fun
2. Respect and consent
3. Presence and listening
4. Sharing
5. Acknowledging privilege
6. Shared responsibility for self and others
7. Accessibility and inclusion

In practise this means we agree to:

1. Joy and fun

Fighting together for a better food and farming system is difficult! Which is why we intentionally bring joy and fun to our organising spaces wherever possible. Creating safer spaces is a necessary part of this, so everyone can relax and celebrate together to build our Movement.

2. Respect and consent

We respect everyone's names, preferred gender pronouns, expressed identities, and experiences. We avoid making assumptions, promote mutual appreciation, and understand that no one is required to share information about their identities or experience(s).

We create a space where we try not to judge, put each other down or compete. We strive to continually acknowledge the histories and structures of oppression that marginalise some and divide us all. We respect each other's physical and emotional boundaries.

This extends to all participants, volunteers, crew and staff. Any disrespectful behaviour will not be tolerated and there will be a follow up procedure.

3. Presence and listening

Please show up present and ready to give and receive. Actively participate. Actively listen. Silence is okay. Do not assume silence is

Agreement.

Give each person the time and space to speak. Be open and respect different opinions, experiences, and learning styles. Commit to hearing each other and creating opportunities for all voices to be heard. Be aware of the language we use in discussion and how we relate to others and ask questions before assuming. The best way to understand the choices, actions, or intentions of one another is by asking.

4. Sharing

Foster a spirit of mutual respect: Listen to the wisdom everyone brings to the group. Share knowledge and skills with our community. No one knows everything. Together we know a lot. “Take space, make space” for all to participate. Be aware of your prejudices and privileges and allow space for all voices.

5. Acknowledging privilege

Think about the space we take up and our own privileges (including less obvious or invisible hierarchies) and who is doing the talking. Racism, as well as ageism, homophobia, sexism, transphobia, ableism or prejudice based on ethnicity, nationality, class, gender, gender presentation, language ability, asylum status or religious affiliation is unacceptable and will be challenged. If you see this happening at any point during the festival, please report this to the LSF production team (during / after the event) or report this to Navigate

It is also important to acknowledge our teachings and previous experiences as well as where knowledge has come from, particularly when we are sharing this knowledge with others.

6. Shared responsibility for self and others

These principles are daily commitments to ourselves and the wellbeing of those we are sharing this space with. Practice self-care. Be patient and gentle with yourself. Take care of yourself. If you need to take a break, you can do that. Don't let FOMO (fear of missing out) obscure your heart needs. Breathe. Speak from your heart and allow others to do the same.

Accountability Process

To uphold our commitment to creating safer spaces, we require a process which encourages us to follow this policy and holds us to account if we do not. The Accountability Procedure describes the steps to be taken and consequences delivered if someone is found to be in breach of the Safer Spaces agreement. These are divided into three distinct ‘levels’ that corresponds with the severity of the incident.

Step 1 – A supportive reminder

Who should do this? Anyone, so we can mutually support each other
A supportive reminder is the lowest level of intervention possible.

Step 1 - can be used when a person causes a low level of harm or discomfort, which may be unconscious (for example forgetting someone's pronouns and needing to be reminded) and will be the first time they have done this.

Anyone can issue a supportive reminder if they encounter harmful behaviour, so that we can mutually support each other to learn and grow. Doing this should not be the responsibility of the victim, so if you see that someone is being made uncomfortable step up to support them. Holding each other to account can be done from a supportive and loving place and should not be used as a way of shutting down a perspective or opinion entirely just because it does not align with your own or cancelling out someone's viewpoint.

If there is any lack of clarity around offering or receiving a supportive reminder please seek support from the accessibility team.

Step 2 – A reminder with consequences

Who should do this? Session facilitators, volunteers, production team, crew and Security

Step 2 is more likely to be applicable if someone has perpetrated more serious harm or if they have already been given a supportive reminder and continue to use the same harmful language, for example.

Session facilitators, crew, volunteers or security will issue a reminder that this behaviour is unacceptable to make the perpetrator aware of what they have done. There will then be immediate consequences, which will likely involve the person being asked to leave the session or being removed by the session facilitator if they do not leave voluntarily.

Following the LSF, this will then be reported and followed up on by the Production Team (the Production Office is located behind the Box Office). The production team will be supported by the wider Landworkers Alliance organisation to take any further action necessary.

Step 3 – Immediate consequences

Who should do this? Session facilitators, volunteers, production team, crew and Security

Step 3 is for very serious breaches of the Safer Spaces Policy, for example if aggressive or threatening behaviour is carried out. The Step 2 process will be followed to immediately remove the person from the festival.

Follow Up

The follow up process carried out by the production team and wider LWA organisation after

the event will then be more serious, potentially requiring the involvement of other organisations to escalate the incident and ensure that people are not at risk from the perpetrator again. An appropriate care and support plan will be implemented to support the victim(s) and observers who may also have been impacted by this behaviour.

Reporting incidents after the LSF

If you need to report a breach of the Safer Spaces Agreement after the Land Skills Fair, you can contact the production team via the number on the website. If you prefer, you can approach another trusted member of staff or coordinating group member who will then forward this onto Jyoti, Georgina or Phoebe. This may be the case if you wish to remain anonymous.

The point of contact for the safer spaces policy is: Jyoti Fernandes 07875849754