



LYRIC HAMMERSMITH THEATRE ETHICS POLICY

MISSION

We are the Lyric Hammersmith Theatre. We are the civic and creative heart of West London. We believe that everyone deserves to experience the life changing impact of theatre.

In our big, beautiful theatre, we tell stories that matter and work with exceptional talent to make ambitious, entertaining, inspiring shows for our audience in West London and beyond.

We remove barriers to engagement and ensure young people have the opportunity to discover the power of their creativity, shaping the future of British theatre. We are inclusive, forward looking and unafraid of change – we are proud of our history and ambitious for our future.

A local theatre with a national impact: The Lyric - 125 years young

Lyric Values

We are one Lyric Team. Each individual and department bring their own experiences, skills and individuality. Together we embody the Lyric Values that inform how we operate as one team to deliver our organisational mission.

We are an ambitious and fast-paced organisation, dynamic and committed to delivering the very best in everything we do. This dynamism is underpinned by shared beliefs, which are important to ensure the success of the Lyric.

We are committed to having a safe, communicative and open culture. Everyone at the Lyric has an important role to play in this, bringing the values we share to life in the way we work together day to day.

Our values:

- **Work with integrity and respect**
We support each other with kindness, openness and integrity. Together we celebrate our achievements and work collaboratively through our challenges.
- **Every day we learn and grow**
We must continue to ask questions, seek answers and share our learning with each other for the benefit of the Lyric.

- **Be ambitious and action-focused**
We believe in excellence; we have a can do attitude, go the extra mile and ensure our ideas become actions.
- **Serve our West London community**
We are here for the people of West London, every decision we make and action we take should benefit our community.

ETHICAL PRINCIPLES

The Lyric aims to be a responsible and ethical organisation and the principles set out below apply to all who work in or for the Lyric (including but not limited to employees, artists, contractors, partner organisations and volunteers) and to all who serve on its governing or other bodies (“Lyric Representatives”).

The success of the Lyric in meeting its objectives and sustaining its core values depends on the trust and confidence of all those with whom Lyric Representatives come into contact. This policy sets out the standards of conduct that the Lyric expects from Lyric Representatives.

1. PUBLIC TRUST

The Lyric endorses the Seven Principles of Public Life, as initially set out by the 1995 Committee on Standards in Public Life and as from time to time amended. These are commonly referred to as The Nolan Principles. The Nolan Principles apply to all Lyric Representatives and are not limited to holders of public office:

- **Selflessness:** Lyric Representatives should act solely in terms of the public interest.
- **Integrity:** Lyric Representatives must avoid placing themselves under any obligation to people or organisations that might try inappropriately to influence them in their work. They should not act or take decisions to gain financial or other material benefits for themselves, their family, or their friends. They must declare and resolve any interests and relationships.
- **Objectivity:** Lyric Representatives must act and take decisions impartially, fairly and on merit, using the best evidence and without discrimination or bias.
- **Accountability:** Lyric Representatives are accountable to the public for their decisions and actions and must submit themselves to the scrutiny necessary to ensure this.
- **Openness:** Lyric Representatives should act and take decisions in an open and transparent manner. Information should not be withheld from the public unless there are clear and lawful reasons for so doing.
- **Honesty:** Lyric Representatives should be truthful.
- **Leadership:** Lyric Representatives should exhibit these principles in their own behaviour. They should actively promote and robustly support the principles and be willing to challenge poor behaviour wherever it occurs.

2. PERSONAL GAIN

No Lyric Representative should use their position for personal gain, or to benefit another at the expense of the Lyric, its objectives or its reputation. Nor should they act in any way that could reasonably be seen by others as compromising the independence and integrity of the Lyric.

3. CONDUCT

Any Lyric Representative acting or communicating for or on behalf of the Lyric must:

- Conduct themselves in accordance with all applicable Lyric policies;
- Conduct themselves in accordance with all applicable laws;
- Uphold the values and reputation of the Lyric;
- Act with honesty and integrity; and
- Protect confidential information.

4. CONFLICT OF INTEREST

Where actual, potential or perceived conflicts of interest arise in respect of a Lyric Representative the duty of loyalty to the Lyric and its objectives must not be compromised, for example:

- Personal interests must be declared;
- No one should give or receive an inducement that could or could be seen to conflict with the interests of the Lyric;
- No one should compete with the Lyric in any personal activity, unless previously approved by the Chief Executive or the Board;
- No one should accept any hospitality or other form of gift or reward which could be considered or seen as an inducement.

5. PEOPLE

The fair, equal and respectful treatment of Lyric staff, volunteers, young people, artists and audiences is a core value of the Lyric and towards which all Lyric Representatives have a responsibility. Unacceptable behaviour towards others will not be tolerated, and the Lyric has a number of policies to guide representatives as to what is and isn't considered acceptable.

6. ENVIRONMENT

The positive stewardship of the environment is a core value of the Lyric towards which all Lyric Representatives have a responsibility.

7. ANTI-RACISM

The Lyric is an anti-racist organisation as enshrined in our Anti-Racism Strategy. All Lyric Representatives have a responsibility to support this core value in all elements of their work.

Review

This policy was approved by the Lyric's Board of Trustees on 13 December 2023 and takes effect from that date.

In the event of any significant change to legislation, this policy will be subject to immediate review. In the absence of such a change, the policy will next be reviewed every two years.

Contact

For any queries about this policy please contact a member of the Chief Executive or Executive Director who are responsible for the upholding of this policy.