

Britten Pears Arts (BPA) has a duty to its stakeholders to act in the furtherance of its charitable objectives, to be transparent and accountable and to ensure that its activities do not compromise its integrity or the trust of its stakeholders.

The board of BPA has established an Ethics Committee with responsibility for reviewing the Ethics Policy on an annual basis, and to which especially complex ethical issues are to be referred.

This summary document has been drawn from the full Ethics policy that includes specific criteria, procedures and escalation information. For further details about this policy please contact Sarah Bardwell, Executive Director, Britten Pears Arts.

Overarching Principles

- BPA will comply with all relevant legislation and regulation, including the Equality Act 2010, the Human Rights Act 1998, the Criminal Finances Act 2017, the Sanctions and Anti-Money Laundering Act 2018, the Bribery Act 2010, the Modern Slavery Act 2015, The Data Protection Act 2018 and Charity Commission guidance;
- No individual associated with BPA should use their position for personal gain or to benefit another at the expense of BPA and potential conflicts of interest (whether financial, personal, or professional) should be disclosed by any person associated with BPA to the Chief Executive, who will refer the matter to the Ethics Committee if appropriate.
- BPA will deal with all its stakeholders (including artists, audiences, supporters, staff, visitors, volunteers, participants, readers) in accordance with its values and will seek to understand the priorities of its stakeholders in implementing its ethics policy.

Key Areas

The senior leadership of BPA is responsible for ensuring that the relevant processes are completed with regard to the Ethics policy in seven key areas:

The Archive and Collections

The ethical framework within which collections material is acquired, retained and (when appropriate) disposed of is covered in the Collections Development Policy and The Archive and Library Collection Information Policy. Collection information is created, stored, managed and used in compliance with all legal requirements, including the Data Protection Act, the Freedom of Information Act and copyright legislation. In addition, collections information will be created, stored, managed and used in compliance with the Archives and Records Association (UK & Ireland) Code of Ethics, the CILIP Ethical Framework and the Museums Association Code of Ethics for Museums.

Artistic Activity and Partnerships

BPA will deal with all current and potential artistic participants and partners in accordance with its values and the overarching principles. All artistic participants and partnerships will be checked against detailed criteria and the impact of performances and activities on its stakeholders considered. BPA will seek permission and informed consent from participants and artists whenever necessary.

Commercial Activities delivered by Snape Maltings Trading Ltd (SMTL)

SMTL will deal with all current and potential suppliers in accordance with its values. SMTL will adhere to the Ethical Trading Initiative (ETI) and will ensure, where possible, that the provenance of all suppliers of contracts in excess of £20,000 have been checked against the defined criteria and supply supporting evidence.

Donations

Before accepting a Donation or Bequest in excess of £100,000 BPA will ascertain that specific criteria are met. Any donations associated with prominent public recognition of major parts of BPA's estate will require approval by the Board.

Environmental and sustainability issues

There is a separate environmental committee that sets organisational targets in relation to becoming more sustainable, reducing its carbon footprint, and reporting annually on progress.

Fundraising and Sponsorship

All fundraising will be undertaken in accordance with the Fundraising Regulator's Code of Fundraising Practice. Where commercial sponsorship or partnerships are entered into, they must be transparent, pursuant to a written agreement, for legitimate business purposes, and proportionate to the occasion.

Investments

The BPA Trustees are responsible for setting the Fund's investments policy and strategy and are authorised to make any investment they consider to be beneficial. Regular review of the fund management policies are undertaken to confirm that there are no specific ethical issues which would be in conflict with the charity's objectives, and the responsibility of the board to protect the BPA reputation.

Provenance

Where required above, BPA will carry out due diligence checks on all Providers in accordance criteria relevant to the specific activity. Providers include new prospective donors and bequest-givers, sponsors, commercial suppliers, partners, tenants, purchasers and investment managers.

brittenpearsarts.org

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Britten Pears Arts is a registered charity No. 261383 and a company limited by guarantee registered in England and Wales No. 980281. VAT Registration No. 927 3330 30. Registered office: Snape Maltings Concert Hall, Snape, Saxmundham, Suffolk IP17 1SP.