



Life of Christ 2024 Production General Risk Assessment

Implementing protective measures in Theatre, Events, Film & TV Ver 4

All Wintershall CIO staff must adhere to the company policy for the organisation of an event, as published in the Handbook issued to staff, ensuring that permissions are in place and all preparation is done to the highest standards.

Due to the nature of an event, it is the responsibility of the Event Manager to ensure that a dynamic assessment takes place during build up, throughout the duration of the event and during breakdown time following the event. Any changes resulting in the escalation of either the Severity Rating or Probability Rating of an identified hazard is to be reported to an appropriate line manager @ Wintershall CIO. The severity and probability definitions relating to this document can be found on page 2 of this document.

This Risk Assessment was undertaken with prior knowledge of the event and licensed venue. It is assumed that all firefighting equipment and first aid provision will be provided as dictated by a Dynamic Risk Assessment on-site at the time of the event. This Risk Assessment assumes the production will be supported by standard lighting and sound, with external scenes to the building.

Risk assessment forms part of the preventative measures used to minimise risk; however, events are never entirely risk free, and are supported by a reactive system, which can respond whenever incidents occur. Wintershall CIO have a duty rota in operation whilst events are in progress.

Wintershall CIO recognises that risk assessments are a fundamental tool for ensuring safety of events. They should, however, not be viewed in isolation. Other documentation which should be considered, where applicable, includes;

- Contractors Method Statements
- Contractors Risk Assessments
- The Purple Guide <http://www.thepurpleguide.co.uk/>
- The eGuide (2020 edition) includes

Who may be harmed?

| Name | Definition |
|-------------|---------------------------------------|
| Staff | Wintershall CIO staff and Contractors |
| Venue Staff | Venue Staff (volunteers etc.) |
| Actors | Actors |
| Public | Public |
| All | All categories listed above |

Likelihood x Consequence = score

If over 12 not acceptable and Control measures need to be put in

| LIKELIHOOD | RISK RANKING MATRIX | | | | |
|-------------|---------------------|-----|----------|-------|--------------|
| HIGH | 5 | 10 | 15 | 20 | 25 |
| SIGNIFICANT | 4 | 8 | 12 | 16 | 20 |
| MODERATE | 3 | 6 | 9 | 12 | 15 |
| LOW | 2 | 4 | 6 | 8 | 10 |
| NEGLIGIBLE | 1 | 2 | 3 | 4 | 5 |
| CONSEQUENCE | NEGLIGIBLE | LOW | MODERATE | MAJOR | CATASTROPHIC |

| CONSEQUENCE DEFINITIONS | |
|-------------------------|---|
| Catastrophic | • Multiple of single death |
| | • Costs to Event of up to £10,000,000 |
| | • International and National Media outrage |
| Major | • Serious health impacts on multiple or single persons or permanent disability. |
| | • Costs to Event between £2-£5,000,000 |
| | • National media outrage |
| Moderate | • More than 10 days rehabilitation required for injured persons |
| | • Costs to Event between £500,000-£2,000,000 |
| | • Local media and community concern |

| | |
|------------|---|
| Low | • Injury to person resulting in lost time and claims |
| | • Costs to Event between £500,000 - £1,000,000 |
| | • Minor isolated concerns raised by stakeholders, customers |
| Negligible | • Persons requiring first aid |
| | • Costs to Event up £500,000 |
| | • Minimum impact to reputation |

| LIKELIHOOD DEFINITIONS | |
|--------------------------|---|
| A high likelihood | • It is expected to occur in most circumstances |
| | • There is a strong likelihood of the hazards reoccurring |
| A significant likelihood | • Similar hazards have been recorded on a regular basis |
| | • Considered that it is likely that the hazard could occur |
| A moderate likelihood | • Incidents or hazards have occurred infrequently in the past |
| A low likelihood | • Very few known incidents of occurrence |
| | • Has not occurred yet, but it could occur sometime |
| A negligible likelihood | • No known or recorded incidents of occurrence |
| | • Remote chance, may only occur in exceptional circumstance |

SUMMARY OF KEY RISKS AND CONTROLS

Working at height - Use of ladders – staff should have existing training or be given toolbox talk. Ladders should be subject to inspection prior to use and be undamaged, have all feet etc. Ladders should be appropriately stabilised by equipment designed for this task and footed where appropriate.

Working at height – Access Equipment – Equipment provided by approved provider. Operated by qualified personnel. Equipment subject to regular service and inspection prior to use and be undamaged, have all overreach/extend alarms operational etc. To be used on suitable ground rated for machine weight.

Use of Tools – Battery powered tools where possible. Competent persons using tools only. Tasks specific PPE where appropriate.

Manual Handling – Competent / experienced staff, adequate and experienced supervision. Use of wheeled dollies/sack barrows where possible. Equipment appropriately labelled if very heavy. Avoid lifting very heavy items by handles. Access and egress routes assessed before lifting/moving equipment.

Trips Slips and Falls– cables not run across walkways/occupied space or flown / ramped / taped. Good housekeeping, including equipment kept out of walkways. Architectural/environmental trip hazards marked in hi-vis tape or verbally briefed to staff.

Hazards adjacent to performance area – Adequate lighting, production manager to check integrity of existing safety railings, briefing crew and talent. Spotting staff to assist any crew needing to walk backwards.

Management of Child Performer(s) – Ensure compliance with the [Child performance and activities licensing legislation in England](#) and prioritise welfare of the child performer.

Use of Live Animals (Horses, Donkey, Pigeons, Sheep etc) – Ensure compliance with [The Animal Welfare \(Licensing of Activities Involving Animals\) England\) Regulations 2018](#)

Use of Smoke – Competent / experienced staff, adequate and experienced supervision. Equipment provided by approved provider. Equipment subject to regular service and inspection prior to use.

Wintershall CIO - Event Risk Assessment

General – Staff and Contractor Welfare

| Hazard | Risk | Who is at Risk | Likelihood | Severity | Risk Score | Control Measure | Likelihood | Severity | Risk Score |
|-----------------------|------------------------------------|-------------------------------|------------|----------|------------|---|------------|----------|------------|
| Manual Handling | Ergonomic Musculoskeletal injuries | Staff, venue staff and actors | 3 | 3 | 9 | <ul style="list-style-type: none"> All crew have been trained on the correct manual handling procedures for the equipment they are using All crew have correct skills, knowledge and experience to carry out their roles Where possible equipment is broken down into smaller lighter loads. The use of manual handling equipment is encouraged and includes the use of wheeled cases, trolleys and sack carts as well as vehicle mounted tail lifts. For larger and heavier items, crew are instructed to use a two person or team lift approach. Larger items that require assembling will be assembled at point of use Lifts over difficult terrain will be planned and assessed. Routes of access/egress will be walked by lifting staff prior to moving equipment | 2 | 3 | 6 |
| Weather and Equipment | Adverse weather | All | 3 | 2 | 6 | <ul style="list-style-type: none"> Wintershall CIO Event Manager to have suitable adverse weather plans in place on external events. Wintershall CIO Event Manager to obtain weather forecast using all available sources of information. Wintershall CIO Event Manager to ensure appropriate clothing for the conditions. Wintershall CIO Event Manager must ensure adequate water is available at all times All members must wear hats when exposed to the sun and use appropriate sun protection cream. All staff must be aware of the signs of heat exhaustion and dehydration and how to treat it. Wintershall CIO Event Manager is to reduce activity appropriately during the hottest part of the day. | 3 | 1 | 3 |

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|---------------------------------|-------------------------------------|-------------------------------|---|---|---|---|---|---|---|
| Health and Hygiene - Water | Illness | Staff, venue staff and actors | 3 | 3 | 9 | <ul style="list-style-type: none"> Wintershall CIO Event Manager to ensure that there is a healthy supply of fresh water (tested accordingly). Wintershall CIO Event Manager to brief team on available toilet facilities and if applicable personal hygiene. | 3 | 2 | 6 |
| Health and Hygiene – First Aid | Lack of First Aid cover | All | 2 | 3 | 6 | <ul style="list-style-type: none"> At least one member of Wintershall CIO staff must hold a minimum of a three-day emergency first aid qualification. Wintershall CIO Event Manager to ensure that the designated First Aiders are carrying a first aid/medical kit appropriate to the event. Reliance Ambulance will be in attendance when event(s) are open to the public. | 1 | 3 | 3 |
| Security – general | Injury | All | 2 | 4 | 8 | <ul style="list-style-type: none"> Wintershall CIO Event Manager to brief the team on the requirement for security awareness and point out specific dangers. Crews are to try to verbally deescalate the situation and if this not possible then they should seek location manager assistance Wintershall CIO Event Manager to monitor the situation and be alert at all times. Dragonstar Security to be present for the entire event. | 2 | 2 | 4 |
| Security – Personal possessions | Loss of possessions/theft Injury | Staff, venue staff and actors | 4 | 2 | 8 | <ul style="list-style-type: none"> Wintershall CIO staff to be discouraged from bringing valuable personal property to the sites | 2 | 2 | 4 |

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|---|--|-------------------------------|---|---|----|---|---|---|---|
| Lack of mental health support available | Development of mental health difficulty or experience a worsening of an existing mental health issue | Staff, venue staff and actors | 3 | 4 | 12 | <ul style="list-style-type: none"> • Production management will promote mental wellbeing and a supportive production • Promote a positive culture of trust • All personnel will be provided with access to support throughout the production • Display mental health information and resources from recognised organisations in accessible areas • Reduce stigma and discrimination around mental ill health within the Theatre environment • Open-door policy to encourage communication • Encourage positive and constructive conversation between all staff • Create a procedure for staff to raise issues with the Production Management • Investigate any issues raised and take appropriate action as soon as possible • Mental Health First Aider available on-site if possible • Reference https://www.mind.org.uk/information-support/a-z-mental-health/ | 1 | 3 | 3 |
| Alcohol | Injury/accident | Staff, venue staff and actors | 2 | 6 | 12 | <ul style="list-style-type: none"> • Wintershall CIO prohibits the consumption of alcohol by any crew member. Strong leadership should be used to discourage any expectation or culture of routine drinking. | 1 | 6 | 6 |

General – Staff Travel

| Hazard | Risk | Who is at Risk | Likelihood | Severity | Risk Score | Control Measure | Likelihood | Severity | Risk Score |
|-------------|----------|-------------------|------------|----------|------------|---|------------|----------|------------|
| Vehicle use | Accident | Staff and drivers | 3 | 5 | 15 | <ul style="list-style-type: none"> • Wintershall CIO Event Manager to ensure that the driver is sober and appears sufficiently competent, experienced or qualified enough to drive the vehicle. • Ask to see paperwork of driver if appropriate. • Wintershall CIO Event Manager and event staff must log their driving licence and insurance with the office prior to driving any vehicle. • Wintershall CIO Event Manager to ensure that the vehicle has a generally sound appearance, has current MOT and insurance. • Wintershall CIO Event Manager to ensure that there is sufficient tread on all tyres. • Wintershall CIO Event Manager to ensure that the lights work. Must not travel at night when advised that travel at night is not allowed. • Wintershall CIO Event Manager to ensure that seat belts are used where provided. | 2 | 4 | 8 |

Venue/Site – Wintershall LOC site – Act 1, 2 & 3

| Hazard | Risk | Who is at Risk | Likelihood | Severity | Risk Score | Control Measure | Likelihood | Severity | Risk Score |
|---------------------------------|-------------------|----------------|------------|----------|------------|---|------------|----------|------------|
| Venue familiarisation | Accident/Incident | All | 2 | 3 | 6 | <ul style="list-style-type: none"> Wintershall CIO Event Manager to undertake a site inspection prior to the event. Wintershall CIO Event Manager and staff must familiarise themselves with the facilities Emergency and Operating procedures, including but not limited to: Emergency Aid, Fire Evacuation and lost child/vulnerable person policy. Directional signage. | 1 | 3 | 3 |
| Access to site (egress/ingress) | Accident | All | 2 | 4 | 8 | <ul style="list-style-type: none"> Trained staff (CCAS qualified where necessary) to assist with traffic ingress/egress to the venue. Security/perimeter fencing should be considered where appropriate. Entry and ticketing arrangements Site speed limit of 5mph enforced All marshals to wear Hi-Vis jackets and have radio communication to control one-way flow in and out of estate. | 1 | 4 | 8 |
| Parking | Accident/Incident | All | 3 | 4 | 12 | <ul style="list-style-type: none"> Entrance to main car park has been flattened and tarmacked to ensure ease of entry. 5mph speed limit enforced. Parking managed by Dragonstar Security (CCAS trained stewards) – bonnet downhill. Accessible parking to be provided adjacent to the cast tent/ticket check. Mobility service to run from here. Parking location to be altered in the event that ground conditions are unsatisfactory. Aluminum Trackway or rubber mats to be laid in entrance of main car park if required Signage advising drivers of ground conditions and appropriate driving control. In the event of a vehicle becoming stuck due to weather and ground conditions Marshals may (after undertaking a dynamic risk assessment) assist the driver to remove the vehicle. | 2 | 3 | 6 |

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| | | | | | | <ul style="list-style-type: none"> In event of tractor assistance, it must (in line with the above) not be used until the majority of parking area is vacated. Marshals may not take control of a third-party vehicle – they may only offer external guidance and assistance. | | | |
| Coach parking | Accident/Incident | All | 3 | 4 | 12 | <ul style="list-style-type: none"> Coach parking to be provided behind Wintershall Barn. Children to be escorted by Wintershall staff wearing high vis jackets or in costume. Mobility service to run from here for guests with accessibility needs. | 2 | 3 | 6 |
| Pedestrian movement around car park – track to barn | Accident/Incident | Public | 3 | 4 | 12 | <ul style="list-style-type: none"> Clearly established pedestrian footway established between car park and performance venue ensuring clear separation. Clear marshalled crossing point from Main Car Park to Act 1. No vehicles to proceed beyond crossroads into Event site. Any cattle grids along the pedestrian route (from coach park) will be covered with 18mm ply secured to the grid and edges clearly marked with hazard tape or yellow/white edges. Warning signs to be erected where applicable hazards exist (i.e pedestrian/traffic crossing points, cattle grids, steep or slippery ground etc.) Accessible parking to be provided adjacent to the cast tent/ticket check. Mobility service to run from here. | 2 | 4 | 8 |
| Use of farm machinery or quad bikes | Accident/Incident | Staff and drivers | 4 | 4 | 16 | <ul style="list-style-type: none"> Farm machinery only to be used when site vacated by experienced estate staff. Contractors may only use equipment following a briefing and assessment by estate staff. | 1 | 4 | 4 |
| Accreditation | Theft/Damage | All | 2 | 2 | 4 | <ul style="list-style-type: none"> Provide and action accreditation system (tickets) to control ingress/egress to the Square . To be checked on entry and restricted areas. | 1 | 2 | 2 |
| Fire Safety | Fire | All | 2 | 5 | 10 | <ul style="list-style-type: none"> Control over flammable liquids stored on site. Adequate and appropriate fire extinguishers should be provided in accessible positions near to high-risk areas. Adequate space around sound racks/equipment in order to ensure sufficient air circulation. | 1 | 4 | 4 |
| Slips. Trips and falls | Accident | All | 3 | 3 | 9 | <ul style="list-style-type: none"> Venue to comply with current OSHA and HSE legislation regarding workplace safety. | 2 | 3 | 6 |

| | | | | | | | | | |
|--|--|------|---|---|----|---|---|---|----|
| | | | | | | <ul style="list-style-type: none"> As a public area its all DDA compliant Regular announcements regarding the conditions underfoot to be made. Awareness of patrons with sight impairment. Fluorescent strips to be applied to the edge of all steps (inside and outside). | | | |
| Working at Height Use of Ladders/Zarges etc. | Falls from height, serious injury, head injury, spinal injury, death. | Crew | 5 | 4 | 20 | <ul style="list-style-type: none"> Alternative measures considered first (such as placing equipment lower, using other methods from ground of flying equipment etc.) Competent and experienced crew only to use ladders. Ladders subject to visual inspection for damage prior to use Ladders only to be used on flat, level surfaces UNLESS using an appropriately designed levelling system in accordance with manufacturer's instructions. Ladders not to be used on staircases or near ledges. Ladders 'tied off' or braced where appropriate Ladders footed where appropriate No overextending or climbing above apex of ladder. If person using ladder is not comfortable – Stop and come back down. | 5 | 2 | 10 |
| Radiation Sun Related Issues | Illness | All | 3 | 3 | 9 | <ul style="list-style-type: none"> All encouraged to use sun protection First aiders on duty Drinking water freely available Particular attention paid to children performing – chaperone to monitor and alert production if they require welfare arrangements | 2 | 3 | 6 |
| First Aid | Lack of | All | 3 | 3 | 9 | <ul style="list-style-type: none"> Reliance Ambulance in attendance Alternative exit from estate for emergency vehicles | 1 | 3 | 3 |
| Hot and Cold Food for sale and consumption | Illness | All | 2 | 3 | 6 | <ul style="list-style-type: none"> RA provided by chosen caterers (hot drinks/cake and ice cream) who will have their own systems for food safety and temperature control. Food provider will have appropriate paperwork and HACCP Plan available for review by HS Advisor Adhere to food hygiene guidelines Handwashing facilities available for people to wash hands before they eat. | 1 | 3 | 3 |
| Waste Management | Fire/Illness and Accident | All | 2 | 3 | 6 | <ul style="list-style-type: none"> Wintershall CIO to provide appropriate waste management solutions. | 1 | 2 | 2 |

| | | | | | | <ul style="list-style-type: none"> All caterers dispose of food products as per their method statement. Site cleaned immediately after the event and contractor used to remove rubbish | | | |
|---|-----------------------------------|------------------|------------|----------|------------|---|------------|----------|------------|
| Performance (external) | | | | | | | | | |
| Hazard | Risk | Who is at Risk | Likelihood | Severity | Risk Score | Control Measure | Likelihood | Severity | Risk Score |
| Structures and temporary stands (sound) | Tipping over | All | 3 | 4 | 12 | <ul style="list-style-type: none"> Structures and stands all to be appropriately designed and weighted or staked in to ground (speaker stands) Barriers appropriate to the event and customer loading – post and rope, tape, lightweight, heras, Mojo etc – to be used where considered necessary. | 2 | 3 | 6 |
| Fuel Fire – Brazier or similar | Fire | Actors | 4 | 4 | 16 | <ul style="list-style-type: none"> Water extinguisher situated within 10m of brazier(s). Ensure adequate firefighting equipment near effects. Costumes to be fire retardant. | 1 | 3 | 3 |
| Animals | All | Incident | 3 | 5 | 15 | <ul style="list-style-type: none"> Only experienced riders to handle horses, Comply with theatre animal handling requirements. Awareness of best practice for handling of animals in theatre spaces Scenes rehearsed comprehensively and Q'd Donkey, pigeons, lambs, sheep etc. all monitored by experienced personnel | 2 | 4 | 8 |
| Wind | Structures or stands blowing over | All | 4 | 4 | 16 | <ul style="list-style-type: none"> External structures and stands to be dismantled and packed away before the event of strong wind and/or withdrawn from use. | 1 | 4 | 4 |
| Temporary Structures | Collapse | All | 2 | 5 | 10 | <ul style="list-style-type: none"> Wintershall CIO Event Manager to ensure that all contractors have provided RA and Method statements dictating safe methods of work. Wintershall CIO Event Manager to obtain completion certificate from TDS contractor. Completion certificates signed off by an independent structural engineer to be provided upon completion of structure erection where necessary. Handrails applied to all structures with an open edge above 5'. | 1 | 5 | 5 |
| Falls from height - Cross | Falls | Actors (thieves) | 2 | 5 | 10 | <ul style="list-style-type: none"> Ropes checked daily. No substitute actors. Technically rehearsed and supervised Production/Stage Manager able to stop action if any concerns | 1 | 5 | 5 |

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|---|-------------------------|-------------|---|---|----|---|---|---|---|
| Spears and Armour (Fight sequences) | Injury | Actors | 2 | 5 | 10 | <ul style="list-style-type: none"> Thorough rehearsal Blunt tipped All armour provided by Wintershall CIO and not by individual cast | 1 | 5 | 5 |
| Rolling Rock | Injury | Actors | 2 | 5 | 10 | <ul style="list-style-type: none"> Barrier in place to prevent rock rolling away. Placement on hillside to ensure that should barrier give way, rock heads away from audience. Actors briefed to be set U/S of Barrier. | 1 | 5 | 5 |
| Boats | Drowning | Actors/Crew | 2 | 5 | 10 | <ul style="list-style-type: none"> Buoyancy aids nearby | 1 | 5 | 5 |
| Temporary accommodation (e.g. gazebos, vans, portacabins etc.) – i.e Caterers | Fire | All | 2 | 4 | 8 | <ul style="list-style-type: none"> All contractors to provide RA and Method statements dictating safe methods of work. Firefighting equipment to hand as dictated by licence conditions and Emergency access routes maintained. | 1 | 4 | 4 |
| Moving objects through public areas | Injury | All | 2 | 2 | 4 | <ul style="list-style-type: none"> Staff to remain vigilant at all times. Wintershall CIO Event Manager to endeavour only to permit movement at quiet times. | 1 | 2 | 3 |
| Sound levels | Noise injury (tinnitus) | All | 2 | 4 | 8 | <ul style="list-style-type: none"> Ensure that noise limitations (as advised by HSE and The Purple Guide) are adhered to. | 1 | 4 | 4 |

Children

| Hazard | Risk | Who is at Risk | Likelihood | Severity | Risk Score | Control Measure | Likelihood | Severity | Risk Score |
|---------------------|---|-------------------|------------|----------|------------|---|------------|----------|------------|
| Children | Failure to comply with Child protection/ performance guidelines | Actors (children) | 2 | 5 | 10 | <ul style="list-style-type: none"> Dedicated Green room space(s) allocated (no access or thoroughfare for crew) Production to comply with Child performance and activities licensing legislation in England – such as maximum permitted hours, presence of licenced and experienced chaperones at all times, travel arrangements and, where applicable, education provision | 1 | 2 | 2 |
| Children (audience) | Failure to comply with Child protection guidelines | Visiting children | 2 | 5 | 10 | <ul style="list-style-type: none"> Child Protection Policy and DSP in place Schools advised that children must remain within the care of visiting adults. Lost Child point (introduced during opening announcements), internal production communications, site lock down. | 1 | 2 | 2 |

Electrical

| Hazard | Risk | Who is at Risk | Likelihood | Severity | Risk Score | Control Measure | Likelihood | Severity | Risk Score |
|-------------------------|------------------------|----------------|------------|----------|------------|--|------------|----------|------------|
| Cabling | Trip and step hazard | All | 2 | 3 | 6 | <ul style="list-style-type: none"> All cables to be buried, run at height or covered by ramps or mats | 1 | 3 | 3 |
| Electrical equipment | Electrocution | All | 2 | 6 | 12 | <ul style="list-style-type: none"> All contractors (Dobson Sound) have provided RA and Method statements dictating safe methods of work All portable electrical equipment in date PAT testing Temporary electrical installations should be installed to BS7375 / BS7909 standards. Appropriately outdoor rated (IP rated) connectors and equipment to prevent water ingress must be used Battery powered or 110v tools to be used where possible. All equipment installed and operated by competent persons All electrical cables and equipment to be visually inspected for damage before connection. Extension leads should not be overloaded Any faulty or broken electrical equipment should be isolated. Power supplies must not be overloaded RCD / RCBO protection at point of final usage, noted on sign off if this is not possible. Wintershall site electrical systems installed and signed off by qualified electricians | 1 | 5 | 5 |
| Electrical equipment | Fire | All | 2 | 4 | 8 | <ul style="list-style-type: none"> All circuits protected by MCB's to prevent overloading. RCD protection and all fittings positioned so as not to cause a fire risk. Fire Extinguishers located in Act 1 and Act 3 where naked flames are used, and at all Sound control positions. | 1 | 4 | 4 |
| Generators (where used) | Fire and Electrocution | Staff | 1 | 6 | 6 | <ul style="list-style-type: none"> Isolated from public access Signage should comply with the Health and Safety (Safety Signs and Signals) Regulations 1996. Fuel tanks to be bunded. Fire point containing the correct type of extinguisher should be located near to the generator site. | 1 | 6 | 6 |

Special Effects –Smoke

| Hazard | Risk | Who is at Risk | Likelihood | Severity | Risk Score | Control Measure | Likelihood | Severity | Risk Score |
|--------|---------------|----------------|------------|----------|------------|---|------------|----------|------------|
| Smoke | Excessive use | All | 2 | 5 | 10 | <ul style="list-style-type: none"> Smoke machines to be operated by trained and competent personnel. | 1 | 5 | 5 |

Additional Mental Health resources are available at;

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|--|--|---------------|
| Applause for Thought (for Arts Industry MHFA England training rates) | applauseforthought@outlook.com | |
| Mind | www.mind.org.uk | 0300 123 3393 |
| Rethink | www.rethink.org | 0121 522 7007 |
| MHFA England | www.mhfaengland.org | 0203 928 0760 |
| Creative Response | www.creativeresponsearts.org | 0125 271 6876 |
| Anxiety UK | www.anxietyuk.org.uk | 08444 775 774 |
| British Association for Counselling & Psychotherapy Register | www.itsgoodtotalk.org.uk | 01455 883 300 |
| Fit for Work | www.fitforwork.org | 0800 032 6235 |

Completed by Neil Marcus

Date 27th Jan 2024

Reviewed by Neil Marcus