

The British Stunt Register ('BSR')

Code of Conduct

The BSR is a 'not for profit' professional association and was established by consenting parties in 2017 as an independent specialist register of stunt professionals. Its aims are to regulate, investigate safety matters and monitor person(s) in the area of work designated as hazardous and dangerous performance related work.

It looks to protect the interests of the members of the BSR, producers, film crew, artistes, the public and others partners in the entertainment industry.

The BSR supports open reporting systems, but such systems cannot always maintain a safe working environment and from time-to-time we have to take action to detect and respond to breaches of health and safety at work requirements in order to ensure that the film professionals, public and consumers can benefit from a stunt industry that is safe and sustainable.

The BSR also has a responsibility to those whom are regulated to be clear about when, how and why action will be taken so that they know what is expected from them and what will happen in response to a breach of this Code of Conduct.

This Code of Conduct sets out the standards that those who come into contact with the BSR can expect, as well as outlining what the BSR expects of its members.

To become a member of the BSR, a standard of competence and skills level, as defined in the joining criteria, is required.

The BSR will seek to maintain the highest standards of professionalism so that members will signify their membership with pride.

Members of the BSR must not behave in such a way to bring the BSR into disrepute.

This Code of Conduct should be read in conjunction with the BSR Constitution.

1. MEMBERSHIP JOINING CRITERIA

- 1.1 All former JISC members are eligible to join the BSR, at their current level, without providing further proof of qualifications. New applicants must provide the appropriate documentation and satisfy the committee they have attained the required joining criteria as set out by the BSR.
- 1.2 For more information on membership joining criteria, please visit our website www.thebritishstuntregister.com

2. MEMBERSHIP

- 2.1 Membership is offered on an annual basis only (1st Feb – 31st Jan). If a member wishes to resign they should inform the Committee of this in writing. The resignation will take effect immediately.
- 2.2 Membership fees are non-refundable. Members will be liable for their membership fees for the entire year to 31 January, regardless of when they resign during the course of the year.
- 2.3 New members or members applying for an upgrade, must submit their documentation on the application form provided by the BSR, in the required format and pay the administration fee. All candidates must attend an application meeting in person, on a date to be communicated to them in writing by the Committee. Members shall not be admitted as members of the BSR without having first attended this meeting
- 2.4 All applicants must hold a current personal accident insurance policy to an amount which adequately covers them for their work in the stunt performance industry, and this cover must remain in force for the duration of their membership. The Committee shall be entitled to ask for a copy of your insurance certificate at any time.
- 2.5 When applying for membership to the BSR it is imperative that members understand and agree to abide by this Code of Conduct and the Constitution. This Code of Conduct must be signed by every member when applying to join the BSR.
- 2.6 The Committee reserves the right to refuse entry to the BSR or may refuse to approve any upgrades, based on the candidate not fulfilling the required criteria as set out on the webpage indicated at 1.2 above.

3. LAWFULNESS

- 3.1 Observation and compliance with the law should be of paramount importance to all members and the BSR wishes to maintain its standing in the industry. The BSR aims to achieve worldwide recognition by the quality of its membership. Should a member receive a criminal conviction, which may affect the work in which they are engaged in any capacity, the BSR reserves the right in its discretion (under the powers contained in its Constitution) to suspend, or in some instances expel that member from the BSR and cancel their membership, without any refund of fees. By joining the BSR, all members confirm they understand the implications of and act in accordance with the Bribery Act 2010 (as it may be amended).

4. SELF-CONDUCT

- 4.1 The BSR believes that good management is essential. Members are encouraged to foster good relationships with their peers and their juniors, and must be seen to promote fairness and professionalism within the industry and within the law.
- 4.2 It is extremely important that all members strive to maintain the integrity and structure of the BSR for all its members. Whilst we acknowledge that there will be occasional needs for specialists who do not appear on the BSR, the BSR's core principle is that members should look to ensure other members of the BSR are used and recommended for jobs, where appropriate, in order to ensure the highest standard of safety, skill and professionalism.
- 4.3 Members should aspire to high levels of integrity and professional conduct that will reflect positively on the BSR as a whole.
- 4.4 Maintenance of the BSR's good name requires that those in positions of responsibility i.e. Stunt Co-ordinators (HODs) not only avoid conflict, but also avoid any appearance of impropriety that could be open to question. Bullying, harassment or gross misconduct, of any kind, from any member of the BSR is not acceptable and any reports of such matters to the Committee, will be dealt with very seriously.

5. CONFIDENTIALITY

- 5.1 The British Stunt Register Committee members keep the internal workings of the BSR confidential. However, any decisions made which affect BSR members, will be completely transparent and available to all.
- 5.2 Maintaining the security of your data is a priority at the BSR, and we are committed to respecting your privacy rights. We pledge to handle your data fairly and legally at all times. The BSR is also dedicated to being transparent about what data we collect about you and how we use it.

6. DISCRIMINATION

- 6.1 The British Stunt Register is committed to equality of opportunity, provided all candidates have the appropriate visa and work permits for the UK. BSR members are urged to follow these ethics and the rights of members to work in an environment free from victimisation, bullying or harassment.

7. ALCOHOL AND DRUGS

- 7.1 The British Stunt Register believes that alcohol and drug abuse have no place in the working environment of the British Film and TV Industry. While acknowledging that personal liberty is important to everyone, there can be no excuse when such substances are allowed to interfere with a member's responsibility for safety and efficiency.
- 7.2 If any member is found to be in breach of this paragraph 8, the Committee reserves the right, in its absolute discretion, to suspend or expel any member from the BSR and/or cancel their membership without refunding their membership fee.

8. HEALTH AND SAFETY

- 8.1 All members must observe the statutory provisions for health and safety at work especially those in the responsible position as HODs. Members must take reasonable care at work in respect of health and safety both for themselves and others. All members of the BSR must attend Health & Safety courses to the standard recommended by the BSR Committee.

9. COMPLAINTS PROCEDURE

If you receive a complaint against you, or if a complaint is being made against a BSR member:

- 9.1 If they are not already aware, a letter or email detailing the issue must be sent to the Chair or Vice Chair of the BSR Committee.
- 9.2 The BSR Committee will consider whether the complaint may be a possible serious violation of this Code of Conduct.
- 9.3 The BSR Committee will attempt to settle the matter informally and amicably where possible. Failing this action, the BSR Committee will seek to resolve the matter within the powers afforded to it under the BSR Constitution.
- 9.4 In line with the BSR Constitution, the BSR Committee may decide to take disciplinary action against the member if they are found to be in breach of the Code of Conduct. Such action may include suspension, and in extreme cases expulsion from the BSR.
- 9.5 If a complaint is being made against a BSR Committee member, a letter or email detailing the matter at issue must be sent to the Chair or Vice Chair. The matter will then be dealt with as above.

Signed.....Date.....

Print name.....