

Candoco Ethical Framework (in plain English)

Candoco's values are: **equitable, creative, nurturing, accountable.**

Candoco's Ethical Framework sets out how our organisational values are put into practice. We ask the following four guiding questions when making decisions

1) Purpose (why are we doing this and who is it for?)

To answer this we think about the following

- Does this align with our mission and artistic purpose?
- Does it meaningfully serve D/deaf, disabled and neurodivergent artists and our audiences?
- Is there clear short and long-term value?
- Should Candoco be doing this?

2) Power & equity (who holds power and who benefits?)

To answer this we think about the following

- Who is shaping this decision?

- Whose voice is missing?
- Has lived experience meaningfully informed this?
- Who benefits? Who may be disadvantaged?

3) Resources & Access (are we resourced, accessible, and financially sustainable?)

To answer this we think about the following

- Do we have the capacity to deliver well?
- Is accessibility embedded from the outset?
- Is everyone treated and paid fairly?

4) Integrity & accountability (can we stand behind this decision openly?)

To answer this we think about the following

- Are we clear about how and why this decision is being made?
- Can we explain it publicly and transparently?
- Have we named compromises honestly?
- Does this model the practice we want to see in the sector?