

Leadenham Players

Appendix 2: Code of Conduct

This Code of Conduct will set out how we as members of the Leadenham Players will respect each other and work together for the benefit of our fellow members.

How we treat each other

We will all treat each other with equal respect.

We recognise that we are all individuals and that we all think and act differently and diversity is embraced. We also recognise the value in each of our roles and in each other's skills as individuals or as teams

We will all behave as responsible adults in a polite and courteous manner and should expect to be treated in the same way.

We do not want a culture where members cannot touch each other to express support or in comradery. But we recognise that some people do not want to be touched and that's ok.

We all have a responsibility to treat each other with respect throughout our time together. Rehearsal schedules will be available with plenty of notice, we will endeavour to be on time, we will be present when called and fully engaged. We will not show favouritism and we will allow time for all constructive opinions.

We all share a responsibility for each other's wellbeing within the group. As we all spend much time together we will make every effort to enhance each other's experience as members of the Leadenham Players.

We are all capable of making mistakes or acting outside of the values of our Code of Conduct, but we will endeavor to rectify mistakes made.

We will not be too proud or stubborn to apologise or accept apologies and not hold grudges.

Rehearsal Environment

We will be respectful to the Director and the Production team at all times. We will accept the decisions of casting with good grace.

We are all entitled to work in an environment that is free from any form of harassment. Should you be made to feel uncomfortable, you have the right to ask for it to stop. Others may appear to feel differently but this does not mean that you are in the wrong.

You should not be made to feel uncomfortable for asking people to treat you in a respectful manner.

All members should feel able to deal with less serious matters in their own way, but this is not always easy. You have the right to expect the assistance of the committee with issues of a more serious nature or with any issues that can't be resolved.

You will not be criticised for raising matters that others may feel more trivial. We will communicate with others in order to solve problems and discuss issues. We do not have a culture of blaming or shaming.

We think that occasional swearing is ok to let off steam, but it should never be directed in an aggressive way.

If we have a concern or issue, we have a responsibility to bring it up with the Director, Producer or a member of the committee.

Mobile phones are now part of everyday life but use during rehearsals should be kept to a minimum as they can be distracting and disrespectful to others around you.

How we interact with others

We pride ourselves on our friendly welcome to anyone participating or involved with the Leadenham Players.

We feel humour is vital and it plays a large part in creating a happy, healthy environment but we must always be mindful that one person's "banter" may be another person's embarrassment.

Sexual Harassment

It is never appropriate to verbally sexually objectify anyone's body.

It is never appropriate for an actor to be made to feel vulnerable through nudity, undress or costuming.

It is never appropriate to send overly personal or suggestive communications to a junior.

It is never acceptable for unsolicited communications of an aggressive or sexual nature to be sent to another non-consenting adult member.

It is never appropriate to initiate unwanted intimate physical contact.

It is never appropriate for someone in a junior role to be asked by someone in a senior role to work outside rehearsal hours in their private home.

Where acts of sexual harassment are deemed serious, persistent or repeated, action will be taken including the engagement of external agencies to investigate the matter. The Leadenham Players reserves the right to sanction an individual including cancellation of membership.

Any member that has a grievance or feels they have been unfairly treated are encouraged to raise the issue with any committee members in the first instance. See Complaints Procedure.

The Chairman and Committee have the responsibility of dealing with breaches of the Code of Conduct and will take any action it decides is appropriate.

Status of this Policy

This policy document Version 1.0 was approved by the Leadenham Players Committee at the meeting held 26th July 2023.

Signed:

Jane Thorne
Chair
Leadenham Players Committee

