

CODE OF CONDUCT

Last updated April 09, 2024

1. FOR PRODUCTION TEAM MEMBERS, LEADERS AND VOLUNTEERS:

- 1.1 Consider the wellbeing and safety of participants before the development of performance.
- 1.2 Develop an appropriate working relationship with participants, based on mutual trust and respect.
- 1.3 Display consistently high standards of behaviour, following all guidelines, policies and procedures laid down by the company.
- 1.4 Never exert undue influence over performers to obtain personal benefit or reward.
- 1.5 Encourage and guide participants to accept responsibility for their own performance and behaviour.
- 1.6 Never actively promote anti-social behaviour or force any member into taking part in such activities.
- 1.7 Shall not do anything which is likely to intimidate, offend, insult, humiliate or discriminate against any other person on the ground of gender, race, disability, age, religious or political belief, sexual orientation, social background, ethnic origin, language, marital or civil partnership status or pregnancy.
- 1.8 Do not make inappropriate remarks, be violent or aggressive to anyone – this includes actions on social media and online platforms.

2. FOR CAST MEMBERS

- 2.1 Be mindful of the wellbeing and safety of fellow cast members, production team members, leaders and volunteers.
- 2.2 Develop an appropriate working relationship with production team members, leaders and volunteers.
- 2.3 Display consistently high standards of behaviour, following all guidelines, policies and procedures laid down by the company.
- 2.4 Never exert undue influence over performers to obtain personal benefit or reward.
- 2.5 Take responsibility for their own behaviour.
- 2.6 Respect all peers regardless of age, gender, ability, race, cultural background, religious beliefs or sexual orientation/identity.
- 2.7 Shall not do anything which is likely to intimidate, offend, insult, humiliate or discriminate against any other person on the ground of gender, race, disability, age, religious or political belief, sexual orientation, social background, ethnic origin, language, marital or civil partnership status or pregnancy
- 2.8 Respect the decisions and instructions of production team members, leaders and volunteers.
- 2.9 Report inappropriate behaviour immediately to a Room 29 Theatre representative (e.g. a member of a production team etc.)
- 2.10 Do not make inappropriate remarks, be violent or aggressive to anyone – this includes actions on social media and online platforms.

Members are responsible for reporting any incident if unnoticed by Room 29 Theatre representatives. Room 29 Theatre will not force any member to speak up or report anything they do not feel comfortable reporting – in such cases Room 29 Theatre have the right to refer to professional services for advice. Room 29 Theatre representatives shall have the final say on any disciplinary procedures, including but not limited to expulsion from the company, as deemed appropriate. If you wish to discuss any part of the policy, please do so by emailing info@room29.co.uk.