



THE STANNINGTON PLAYERS

CODE OF CONDUCT

The Stannington Players have a history as a friendly and welcoming society.

- All members are expected to act as ambassadors of The Stannington Players. As such, they will treat each other with respect and ensure adherence to any policy, code, standard or Health and Safety regulation required by the group.
- Any breaches of the code will not be tolerated and action will be taken in accordance with the procedure set out below.

Punctuality and Rehearsal Attendance:

- All members will be expected to achieve a punctuality and attendance rate of no less than 80%, unless there are exceptional circumstances and the Director/Producer is aware and in agreement.
- This will be monitored and, if not achieved, may result in the withdrawal of the position or part held and may affect future membership

Respect and Equality:

- All members must be treated with respect
- All members are equal
- Disrespect, harassment or bullying towards anyone will not be tolerated
- Racist, sexist, homophobic comments or jokes, or any comments likely to cause offence will not be tolerated

BREACHES OF THE CODE OF CONDUCT PROCEDURE

Introduction

It is hoped that most concerns can be resolved on an informal basis. However, when this is not effective, or there has been a breach of the Code of Conduct it may be necessary to invoke this procedure.

Procedure

The group's elected representative must bring the concern or incident to the attention of the Committee Chair.

The Chair may decide to call a meeting of the Committee and if necessary, initiate an investigation.

The decision made will be communicated to the group member, (or for children under 16, to the parent or guardian)

The Investigation

If an investigation is deemed necessary, it will be conducted by a member of the Committee who has not been involved in the incident.

The individual/s concerned shall be made aware of the allegation and given the opportunity to put forward their version of events

The investigating committee member will recommend a course of action for ratification by the Chair.

The final decision will be communicated to the impacted member in writing, (or to the parent/guardian of anyone under the age of 16)

The sanctions available to the investigating party will depend on the severity of the incident/s and are as follows:

- 1: First warning
- 2: Second warning
- 3: Termination of membership to The Stannington Players

The outcome shall be reported to the entire Committee. The first and second warnings will remain in force for an 18-month period.

Action Against A Child

In the case of action being taken against any person under 16 years of age, they must have a parent or guardian accompany them throughout the investigation process.

