

Silchester Players

Code of Conduct

This Code of Conduct sets out how we as members of Silchester Players will respect each other and collaborate for the benefit of our fellow members.

How we treat each other

- We will treat everyone with equal respect.
- We recognise that we are all individuals and we all think and act differently and that diversity is our richness.
- We will not discriminate on any grounds including but not limited to sexuality, race, gender, age or disability.
- We also recognise the value in each of our roles and 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 as such.
- We all have a responsibility to show each other respect throughout our interactions with one another.
- We will schedule rehearsals with fair notice, we will be punctual, we will be present when called and engage fully.
- We will not show favouritism and we will allow space for all opinions.
- We all share a responsibility for each other's wellbeing within the Society.
- We all spend a lot of time together and we will make an effort to enhance each other's experience as a member of SILCHESTER PLAYERS
- You have the right to expect the assistance of the committee in dealing with serious issues, or with less serious issues that can't be resolved.
- You will not be criticised for raising matters which others may feel are trivial. What you do or don't find acceptable is a matter for you, not for others.
- We will communicate with others in order to solve problems and discuss issues.
- We do not have a culture of blaming or shaming.
- If we have a concern or issue, we have a responsibility to bring it up with a member of the committee or an appropriate person

Rehearsal Environment

- We will be respectful to the director and creative team at all times.
- We will accept the Casting decisions with good grace.
- We will not at any time, allow the consumption of alcohol or restricted or dangerous drugs to adversely affect our rehearsals, performance or other Silchester Players event
- We are all entitled to work in an environment that is free from harassment in any form
- If something makes you uncomfortable, you have the right to ask for it to stop.
- You should not be made to feel uncomfortable for asking people to treat you in a respectful manner. If you raise something, it is reasonable to expect your fellow members to seek to amend their behaviour.
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Sexual Harassment

- It is never appropriate to verbally sexually objectify anyone's body in a rehearsal room or theatre.
- 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 anyone classed as junior (needs Chaperone)
- Neither is it 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 anyone classed as junior to be asked by anyone work outside rehearsal hours in their private home without a chaperone
- Where acts of sexual harassment are deemed serious, persistent or repeated SILCHESTER PLAYERS will take action, including the engagement of external agencies to investigate the matter.
- SILCHESTER PLAYERS reserves the right to sanction an individual including cancellation of membership.
- Sanctions will vary depending on the circumstances of each case, but every complaint brought formally to committee attention will be properly investigated.

Complaint Handling

- All complaints received by the committee (or member of committee) will be raised at the next committee meeting
- The committee will decide on action and contact the person(s) involved
- Complaints will be confidential and not shared outside the committee

This Code of Conduct will be reviewed and updated regularly to ensure it still reflects our collective view.