

Peoples Playhouse Theatre Company code of conduct

All members, volunteers and committee of Peoples Playhouse Theatre Company are required to observe child safe principles and expectations for appropriate behaviour towards and in the company of children, as noted below. As well as presenting themselves in a professional manner when dealing with other people involved in Peoples Playhouse productions.

All personnel of Peoples Playhouse Theatre Company are responsible for supporting the safety, participation, wellbeing and empowerment of children by:

- adhering to Peoples Playhouse child safe policy at all times
- taking all reasonable steps to protect children from abuse
- treating everyone with respect
- listening and responding to the views and concerns of children, particularly if they are telling you that they or another child has been abused and/or are worried about their safety or the safety of another. Referring to the Child Safety policy
- promoting the cultural safety, participation and empowerment of Aboriginal children (for example, by never questioning an Aboriginal child's self-identification)
- promoting the cultural safety, participation and empowerment of children with culturally and/or linguistically diverse backgrounds (for example, by having a zero tolerance of discrimination)
- promoting the safety, participation and empowerment of children with a disability (for example, during personal care activities)
- ensuring as far as practicable that adults are not left alone with a child
- reporting any allegations of child abuse to a Peoples Playhouse committee member, and ensure any allegation of sexual abuse is reported to the police or child protection
- reporting any child safety concerns to a Peoples Playhouse committee member
- if an allegation of child abuse is made, ensure as quickly as possible that the child(ren) are safe
- encouraging children to 'have a say' and participate in all relevant organisational activities where possible, especially on issues that are important to them.

Staff and volunteers must not:

- develop any 'special' relationships with children that could be seen as favouritism (for example, the offering of gifts or special treatment for specific children)
- exhibit behaviours with children which may be construed as unnecessarily physical (for example inappropriate sitting on laps. Sitting on laps could be appropriate sometime, for example while acting out a scene for the director)
- put children at risk of abuse (for example, leaving a child alone with an adult for costume fitting)
- do things of a personal nature that a child can do for themselves, such as toileting or changing clothes
- engage in open discussions of a mature or adult nature in the presence of children (for example, personal social activities)
- use inappropriate language in the presence of children
- express personal views on cultures, race or sexuality in the presence of children
- discriminate against any child, including because of culture, race, ethnicity or disability
- have unprofessional or inappropriate contact with a child or their family.
- Initiate any unprofessional or inappropriate online contact with a child or their family.
- ignore or disregard any suspected or disclosed child abuse.

All personnel of Peoples Playhouse Theatre Company are also responsible to ensure interactions with other adults are kept respectful, appropriate and professional at all times by:

- Attend meetings as scheduled.
- Attend rehearsals as agreed to in scheduling.
- Communicating with and responding to communications from all production team members in a timely manner.
- Ensure visions for the show are communicated clearly and agreed upon for the production team and cast to follow.
- Being prepared for rehearsals with plans to fill the time productively.
- Treating all cast members, families, volunteers and production team with respect and equality at all times
- Always portraying a positive impression about the Company, the Production, and anyone involved with it.
- Managing conflicts in a respectful and calm way and seeking assistance to rectify any unresolved grievances
- Ensuring timelines that are agreed upon are met throughout the rehearsal process.
- Being available for all theatre rehearsals and performances (unless otherwise agreed).
- Ensuring budgeting is adhered to and any receipts are supplied to the production manager in a timely manner.

By observing these standards you acknowledge your responsibility to immediately report any breach of this code to a Peoples Playhouse committee member.

If you believe a child is at immediate risk of abuse phone 000.

I agree to adhere to this Code of Conduct:

Name:

Signature:

Date: