



WATLINGTON PLAYERS CODE OF CONDUCT

This code of conduct is designed to clarify the Watlington Players expectations on how members, performers, production staff and all volunteers should conduct themselves whilst involved in activities of the Players. Adhering to this code, your reputation and the reputation of the Watlington Players will be upheld and protected.

Members are expected to:-

Treat everyone with respect.

Be fair, discreet, considerate, courteous and honest in all dealings with others.

Refrain from any behaviour that will bring the Watlington Players into disrepute.

Display control, respect and professionalism in all activities.

Refrain from violent behaviour.

Watlington Players will not tolerate discrimination, bullying, verbal or physical abuse or sexual harassment.

Watlington Players will not discriminate on grounds of gender (including gender reassignment), size, marital or civil partnership status, sexual orientation, race, colour, ethnic or national origins, religion or belief, pregnancy or disability.

All casting decisions will be made without discrimination other than where there is a genuine requirement to do so for artistic reasons.

Role of Director

The Director has the overall responsibility of the performance. Along with the creative team they have the right to select actors and crew, and also have the right to refer to the committee if the Conduct is disregarded.

Directors should be reasonable in their demands on time, energy, and enthusiasm of performers and crew.

Directors need to communicate their specific timings to actors and crew for rehearsals and performances.

Role of Actors and Crew

These members need to commit to rehearsals and performances.

They should learn their lines as quickly as possible.

Co-operate with the production team, accept the director's advice in the spirit in which it is given, for they are ultimately responsible for the production.

Actors should not direct other actors, unless invited to do so.

Be responsible for storing personal items and props appropriately.

Be on time for rehearsals and performances.

If members can't attend on time, they need to notify the director themselves.

Youth Actors

Please refer to the Watlington Players Child Protection Policy.

Miscellaneous

Alcohol and illegal drugs are NEVER to be consumed/taken prior to or during any performance, rehearsal or set strike.

Alcohol can be consumed by people of legal drinking age at social events.

Smoke outside only, not in costume.

Only cast, Crew, and front of house staff are allowed onstage and backstage. (Except during performances that invite audience members onto stage).

During show time, members should park on grass area at rear of Hall to allow plenty of parking for the audiences.

Sanctions

The Committee reserves the right to apply sanctions on any member who disregards this code of conduct, dependent on severity of contravention.

Sanctions could include, verbal warnings, written warnings, suspension from specific productions, or withdrawal of membership.

If any member has a grievance against another member, this needs to be discussed firstly with a committee member. This way appropriate action can be taken discreetly, efficiently and quickly.

Please refer to Watlington Players Health and Safety Policy for specific Health and Safety Issues.

Please also refer to the Watlington Players Equal Opportunities Policy for further clarification on discrimination.



WATLINGTON PLAYERS SOCIAL MEDIA POLICY

The Definition Social media is an interactive online media that allows users to communicate instantly with each other or to share data in a public forum. It includes social and business networking websites such as Facebook, Pinterest, Tumblr, Twitter and LinkedIn. Social media also covers video and image sharing websites such as YouTube and Flickr, as well as blogs. This is a constantly changing area with new websites being launched on a regular basis, and therefore this list is not exhaustive. Official Accounts For everyone posting on our behalf on any platform, the following rules must at all times be followed.

- Use the same safeguards as you would with any other type of communication about the society that is in the public arena.
- Never post any potentially offensive or libellous material.
- Ensure that any communication has a purpose and a benefit for the society.
- Obtain permission from the committee before embarking on a public campaign using social media.
- Request a friend, fellow member or committee member to check and approve content before it is published online, if necessary.
- Follow any additional guidelines given by the society.
- Aim to adhere to best practice and guidance offered on [noda.org.uk/social media](http://noda.org.uk/social%20media)

Members' Accounts

Please keep yourself safe online and follow common sense. Always remember that you are a representative of our society at all times. Please adhere to the following rules.

- Ensure that any personal views expressed are clearly stated as yours alone and not representative of the society's views.
 - Images should only be presented with permission from those captured, and not taken in the dressing area.
- Do not bring the society into disrepute, for example by posting images or video clips that are inappropriate or links to inappropriate website content.
- Do not allow your interaction on social media websites or blogs to damage working relationships with or between members, audience members or suppliers of the society, for example by criticising or arguing with such persons.

- Do not post any personal details or images of anyone connected to the society without their express permission.
- Avoid making any derogatory, offensive, adverse, discriminatory, untrue, negative, critical or defamatory comments about the society, other members, patrons, contractors or suppliers, or any comments which might reasonably be considered to insult, damage or impugn the society's or their reputation or character.
- Do not disclose any secrets or confidential, proprietary or sensitive information belonging to the society or members. This may include the nature or title of upcoming shows.
- Do not breach copyright or any other proprietary interest belonging to the society.

The society reserves the right to monitor the use of social media on the internet. We may do this through randomised searches, specifically looking up profiles we suspect, or are referred to, as breaking the rules.

The purposes of this monitoring are to:

- Ensure compliance with our own policy
- Ensure the society is complying with our own policies and legal obligations
- Protect the interests and reputation of the society and its members

Any member found to repeatedly or seriously breach our policy may be asked to leave the Society and sanctions from the Code of Conduct can be applied.