
MIX UP THEATRE

OUR CODE OF BEHAVIOUR

This code outlines what is expected of all staff and volunteers working for Mix Up Theatre as well as anyone working in partnership with us or on our behalf.

The purpose of this code:

- To protect children and young people from harm.
- Help staff and volunteers maintain the standard of behaviour we expect.

THE ROLE OF STAFF AND VOLUNTEERS:

All staff and volunteers working for Mix Up Theatre are acting in a position of trust and are always expected to behave in an appropriate manner.

Staff and volunteers should:

- Operate with Mix Up Theatre's policies and procedures including the child protection guidelines.
- Treat everyone fairly, with respect, dignity and as an individual.
- Engage with children and young people in a meaningful way, valuing their contribution.
- Ensure that contact with children and young people is appropriate and relevant to Mix Up Theatre's work.
- Ensure that language used is appropriate and not offensive or discriminatory.
- Be aware of any additional vulnerabilities that some children, young people or communities may face.
- Respect children and young people's right to privacy.
- Ensure that activities are run as safely as possible with risks minimised.
- Where possible, try to ensure there is more than one adult present during activities.
- Understand when physical contact is appropriate and be aware that physical contact can be misinterpreted.
- Challenge unacceptable behaviour and report and concerns or allegations.
- If concerns have been raised, record these as soon as possible.

STAFF AND VOLUNTEERS SHOULD NOT:

- Ignore or trivialise any concerns.
- Promise confidentiality to a child or young person.
- Make sarcastic, offensive, or sexually suggestive remarks or gestures directly to, or in front of, children or young people.
- Conduct a sexual relationship with a young person.
- Act in a way that could be perceived as threatening or intrusive.
- Allow bullying to take place without challenge.
- Take unnecessary risks when assessment or policy suggest a different approach.