



## *The Melton Musical Theatre Company (TMMTC)*

### **Code of Conduct**

#### **The purpose and scope of this code of conduct:**

This code outlines the conduct that The Melton Musical Theatre Company (TMMTC) expects from all our members, staff and volunteers. The code is there to help us protect everyone involved in TMMTC, but in particular to help protect vulnerable adults, children and young people, from harm and abuse. This code of conduct also applies to young people and children who are members or working with the Company.

As part of our **Safeguarding Procedures** TMMTC is responsible for making sure everyone taking part in our activities has seen, understood and agreed to follow this Code of Conduct, and that they understand the consequences of inappropriate behaviour. We expect people who take part in our activities to display appropriate behaviour, in line with this Code of Conduct at all times when representing the Company. In some situations this may also include relevant behaviour that takes place outside of the Company or online.

#### **We expect you to:**

- Treat everyone with dignity and respect, without prejudice or discrimination.
- Maintain appropriate boundaries.
- Not use inappropriate, suggestive or threatening language, whether verbal, written or in online communications.
- Encourage an open and transparent culture, where people can challenge inappropriate attitudes or behaviours.
- Report all allegations or suspicions of misconduct, bullying or abuse.
- Not act in a way that can be perceived as threatening or intrusive.
- Remember that someone may misinterpret your actions.
- Follow relevant TMMTC policies on Safeguarding, Data Protection and Health & Safety.

#### **With respect to children, young people and vulnerable adults and your role with the Company we expect you to:**

- Help ensure no adult is left alone with a young person/people or children.
- Help us meet chaperoning requirements when children or young people are present.
- Not drink alcohol when you are directly responsible for young people and ensure young people do not drink alcohol during TMMTC activities.
- Not overstep the boundaries between young people and responsible adults by engaging in friendships, inappropriate behaviour, communications or contact, or sexual relationships.
- Not share personal contact details (mobile number, email or postal address) between adults and young people/children or make contact via a personal social media account without good reason.
- Not patronise or belittle children, young people or vulnerable adults.
- Not make inappropriate sarcastic, insensitive, derogatory or sexually suggestive comments or gestures to or in front of children and young people.
- Not engage in behaviour that is in any way abusive, including having any form of sexual contact with a child or young person.



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Be aware of the appropriate boundaries and stay safe – do not put yourself in unnecessary danger.

*Expectations in this code of conduct apply to all and should therefore be shared with young people and children to ensure they are aware of behaviour expected of them.*

**We are all responsible for:**

- **prioritising the welfare of children, young and vulnerable people**
- **providing a safe environment for members, children and young people by ensuring equipment and space are kept safe**
- **modelling good behaviour for children and young people to follow**

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- **challenging all inappropriate behaviour and reporting any breaches of the Code of Conduct to the TMMTC Committee.**
- **reporting all concerns about abusive behaviour, following our safeguarding and child protection procedures - this includes inappropriate behaviour displayed by an adult or child and directed at anybody of any age.**

This code of conduct is here to support us in maintaining a fun, friendly and safe environment for all those involved with TMMTC. If you do not follow this Code of Conduct, depending on the seriousness of the situation, you may be asked to leave the Company. If deemed necessary, depending on the severity of any concerns, we might also make a report to statutory agencies such as the police and/or the local authority child protection services.