



PINK COW
THEATRE

BEHAVIOUR: POLICY

REVIEWED:
MAY 2023

DATE OF NEXT REVIEW:
MAY 2024

INTRODUCTION

Pink Cow's activities should be enjoyable to all those who participate, however, we understand that some people may behave in ways that create challenge. This Behaviour Policy aims to make sure that everyone who participates in our projects knows what is expected of them and those around them to create a space where they feel safe, respected and valued.

AIMS & INTENT

- Ensure that each participant and staff member know what is expected of them in terms of behaviour.
- Eliminate behaviours which might lead participants to feel unsafe or distressed, as much as possible.
- Identify acceptable and unacceptable behaviour.
- Help resolve conflicts and make clear what will happen, should someone decide not to follow the code.
- Promote values of honesty, fairness and respect.

DOS AND DON'TS

YOU SHOULD

- Co-operate with others
- Listen to others
- Treat others with respect
- Be friendly
- Be helpful
- Respect each other's differences
- Take responsibility for your own behaviour
- Report concerns and worries to staff

YOU SHOULDN'T

- Be disrespectful to anyone else
- Behave in a way which could be intimidating
- Be abusive towards anyone
- Bully other people (See our *Anti-Bullying Policy* for more information)

GUIDANCE FOR STAFF

Staff and Crew at Pink Cow are responsible for setting a good example to participants at all times, both during activities and outside of them. They should always act in a friendly and courteous manner, ensuring that young people feel respected and safe.

Relationships are built upon trust and staff should provide access for young people to talk to others about any concerns they may have, taking seriously any allegations a young person makes, ensuring that the appropriate people are alerted. (See our *Safeguarding Policy* for more details).

Pink Cow plans the work of the organisation and promotes good practice to minimise situations where staff are working unobserved and could take advantage of their position of trust. The safeguarding training given to all staff is extended to management of Pink Cow to support planning and safe operational practices. Pink Cow recognises that good practice protects everyone including students, volunteers and staff.

Theatre involves contact. Pink Cow recognises that appropriate physical touch between young people, and between adults and young people can be healthy and acceptable in public. Staff must ensure that any physical contact is appropriate and consensual and should not typically initiate physical contact. Staff should be aware that what may be appropriate for one person may feel unsafe to another and should aim to always keep the other party feeling safe. Staff should also apply these principles to personal space boundaries.

Staff are expected to reinforce the positive nature of Pink Cow within everything they do, ensuring that everyone participating in our workshops and activities follows this code of conduct and enforce the consequences should anyone behave in a way which is deemed to be unacceptable or disruptive to others.

STAFF SHOULD ALWAYS

- Treat everyone with dignity and respect
- Set an example you would wish others to follow
- Treat all children and young people equally
- Follow recommended ratios between adults and children / vulnerable adults for activities
- Respect a child / vulnerable adult's right to personal privacy
- Avoid unacceptable situations within a relationship of trust
- Allow children and young people to talk about any concerns they may have
- Remember someone else might misinterpret your actions, no matter how well-intentioned
- Take any allegations or concerns of abuse seriously and refer immediately

STAFF ARE ADVISED NOT TO

- Spend any significant time working with children in isolation
- Take children alone in a car, however short the journey
- Take children to their home as a part of an activity

Where any of these are unavoidable, ensure that they only occur with the full knowledge and consent of someone in charge of the organisation or the child's parents.

STAFF SHOULD NEVER

- Engage in rough, physical or sexually provocative games or contact
- Allow or engage in inappropriate touching of any form
- Make sexually suggestive comments to a child, even in fun
- Fail to respond to an allegation or disclosure made by a child; always act

BREACH OF BEHAVIOUR POLICY

If this policy has been breached by a participant, Pink Cow staff may enact the following steps:

1. CASUAL WARNING

Challenge poor behaviour and speak to the individual and / or the group about the consequences of bad behaviour.

2. FORMAL WARNING

The individual will be pulled aside to discuss the situation further and give a formal warning.

3. PARENTS INVOLVED

If behaviour persists, parents / guardians will be involved, as well as Pink Cow management, to address the behaviour and agree an action plan going forward.

4. SUSPENSION

Any further inappropriate behaviour will result in a more serious sanction being imposed such as removal from the project / activity.

N.B: There is no 'one size fits all' approach to dealing with every situation. The steps provided above are general guidance and in more serious situations, steps 2, 3 or 4 may be applied immediately without following earlier steps.

Regarding breach of behaviour policy relating to staff members, or any other safeguarding concern, please refer to our *Safeguarding Policy*.

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