

PANORAMA THEATRE COMPANY

VOLUNTEER /ASSOCIATES CODE OF CONDUCT

THIS CODE OF CONDUCT OUTLINES THE APPROPRIATE STANDARDS OF BEHAVIOUR BY VOLUNTEERS, (INCLUDING THE COMMITTEE OF MANAGEMENT), PARENTS, AND PEOPLE ASSOCIATED WITH PANORAMA PRODUCTIONS SUCH AS THEATRE TECHNICAL STAFF AND CONTRACTORS TOWARDS CHILDREN.

THE CODE OF CONDUCT AIMS TO PROTECT CHILDREN AND REDUCE OPPORTUNITIES FOR ABUSE OR HARM TO OCCUR. IT ALSO HELPS VOLUNTEERS, PARENTS AND PEOPLE ASSOCIATED WITH PANORAMA PRODUCTIONS BY PROVIDING GUIDANCE ON HOW TO BEST SUPPORT CHILDREN AND HOW TO AVOID OR BETTER MANAGE DIFFICULT SITUATIONS. ALL VOLUNTEERS AND ASSOCIATES ARE REQUIRED TO COMPLY.

The Committee of Management of Panorama Theatre Company (PTC) will:

1. Be responsible for the overall welfare and wellbeing of volunteers and associates
2. Be accountable for managing and maintaining a duty of care towards volunteers and associates
3. Nominate a Child Safety Officer to provide information and support to volunteers, associates, and children, young people and their carers regarding child protection matters.

All PTC volunteers and associates are responsible for promoting the safety of children by:

- Adhering to our Child Safe Policy
- Taking reasonable steps to protect children from physical, sexual, psychological or emotional harm and abuse
- Treating everyone with respect including listening to and valuing others' ideas and opinions
- Welcoming all children and their families and being inclusive
- Respecting cultural, religious and political differences and acting in a culturally sensitive way
- Modeling appropriate adult behaviour at all times
- Listening to children and responding appropriately
- Letting children know what they can do if they feel unsafe
- Working towards aims of PTC – being to promote positive theatre experiences where participants are encouraged to explore their talents and interests
- Maintaining a duty of care towards those involved in PTC activities
- Ensuring “in sight” supervision of all children
- Complying with guidelines on physical contact with children. No volunteer or associate of PTC may make any physical contact with a child of an intimate, personal, or sexual nature, or make contact with any part of the body in an inappropriate way.
- Choreographing, directing, performing, or assisting in any way (for instance, costume fitting and assistance with dressing) in such a way as to avoid unnecessary or unreasonable physical contact with children. If required, physical contact should only be for the purpose of improving technique or for practical demonstration.
- Working with children in an open, visible and transparent way – other adults should always know about the work that is taking place with children.
- Identifying and reporting any predatory or grooming behaviours, in person or online towards a child.

- Respecting the privacy of children and their families and only disclosing information to people who have a need to know.
- Showing fairness, consideration and honesty towards others.
- Maintaining a professional and personal standard of conduct as a role model for children
- Reporting and acting on any breeches of this Code of Conduct, complaints, or concerns
- Contacting the police if a child is at immediate risk of abuse (telephone 000)

PTC Committee of Management, volunteers, parents, and associates will NOT:

- Seek to use children in any way to meet the needs of adults
- Ignore or disregard any concerns, suspicions or disclosures of child abuse, neglect or harm
- Use prejudiced, oppressive or offensive behavior or language with children
- Engage in rough physical games or engage in any activity with a child that is likely to physically or emotionally harm them
- Discriminate on the basis of age, gender, race, culture, vulnerability, or sexuality
- Ever be alone with a child unnecessarily, making every effort to interact with children in public, visible spaces
- Initiate unnecessary physical contact with children or do things of a personal nature that children can do for themselves, such as toileting or changing clothes
- Develop “special” relationships with specific children or show favoritism though the provision of gifts, or inappropriate attention
- Engage in inappropriate personal contact, including online contact ,with children or young people
- Photograph or video a child without the consent of their parents
- Work with children or young people while under the influence of alcohol or illegal drugs
- Engage in open discussion of a mature or adult nature in the presence of children
- Travel in a private vehicle alone with a young person or child without express parental consent.

In case of a breach of this Code of Conduct, the volunteer or associate will face disciplinary action. This may include termination of their involvement with PTC.

STATEMENT OF AGREEMENT:

I have read this Code of Conduct and agree to abide by it at all times

NAME: (print) _____

SIGNATURE: _____

DATE: _____

OFFICE USE ONLY

Received by:

Date