

Code of Conduct



WOW’s Commitments to you

We will:

1. Provide a safe, supportive and inclusive environment for members to engage in musical theatre activities, where all are valued equally in line with WOW’s Equality Policy.
2. Encourage members in the development of skills related to musical theatre and team working.
3. Provide qualified, experienced leaders to run activities and productions supported by our team.
4. Provide opportunities to take part in our productions through fair auditions.
5. Provide up to date information on rehearsals and performances, setting targets and schedules that are both challenging and achievable.
6. Deal promptly and fairly with any complaints you may have.
7. Contact parents if we have any concerns.

What we expect from you and the WOW community:

1. To act in a supportive and respectful way towards everyone in line with our equality policy and to report any inappropriate or unsafe behaviour.
2. To act in a controlled manner encouraging a cooperative, positive and productive environment.
3. To act as advocates and ambassadors for WOW in the wider community.
4. **Parents** – to support WOW as a volunteer and to pay all fees promptly when due or inform WOW straight away of any delay or difficulty with this.

Also, in rehearsal

5. For **senior members**, with several shows experience, to act as positive role models, demonstrating high standards, self-discipline and a strong work ethic.
6. To take your part in each show seriously and never take a principal or soloist role for granted.
7. To attend rehearsals as called, arriving promptly and equipped to work. (e.g. clothing, script, music/lyrics etc.)
8. To listen to what is asked and not talk over any instruction.
9. To practise between rehearsals, learning by any set deadlines. (Parents, please encourage this.)
10. To give sufficient notice of any rehearsals you cannot attend or will be late for, so as not to affect the rehearsal process.

What we don’t expect and will act over:

1. any form of discrimination, racism, bullying or disrespect, including negative comments about others;
2. any form of threat, physical or verbal, inappropriate language, or disruption to the learning of others in rehearsal or performance;
3. any breach of our requirements for a smoke-free setting where WOW is rehearsing or performing, including use of e-cigarettes/vaping.
4. the use of members’ mobile phones in rehearsal unless directed by the production team;
5. persistent, unexplained lateness or non-attendance at rehearsals.

The purpose of this Code of Conduct is to ensure that everyone fully benefits from the opportunities that WOW offers and has a happy and productive time in a safe and supportive environment. Failure to comply may be grounds for disciplinary action and could ultimately result in being asked to leave WOW.

Please sign below to show that you have read, understood and accept these expectations.

WOW:..... Member:..... Parent: