Code of Conduct
(for students aged 18 or over)

Updated as of: **6th November 2026**

At Performers Theatre Company, we are committed to providing a safe, inclusive and positive environment for all students.

Students aged 18 and over who remain within our youth provision play an important role in our community. As legal adults, they have additional responsibilities and are expected to act as positive role models for younger members.

This Code supplements our general Student Code of Conduct, which continues to apply to all students.

PERFORMERS THEATRE COMPANY

Expectations and Behaviour

Demonstrate maturity, professionalism, kindness and respect. Follow staff instructions, uphold our values and contribute to a safe and welcoming environment. Avoid involving younger students in disagreements, complaints or matters relating to the organisation.

Safeguarding and Professional Boundaries

Maintain appropriate boundaries with students under 18. Never exploit your age, position or influence, or engage in inappropriate personal relationships, private meetings or communications with younger members. Respect their privacy and wellbeing at all times.

Report safeguarding or welfare concerns promptly to Sam Gibbs (DSL), Jess Eaton (DDSL) or another appropriate member of staff.

Communication

Use respectful and appropriate language, both in person and online. Do not engage in intimidating, discriminatory, harmful or inappropriate conversations with younger students. Company-related communication should take place through appropriate channels, with parental awareness where necessary.

Social Media

Use social media responsibly. Do not engage in bullying, harassment or behaviour that targets or excludes others. Do not share identifiable photographs, recordings or personal information about younger students without appropriate permission.

Online behaviour that creates safeguarding concerns or adversely affects the welfare of others may be addressed under relevant company policies.

Responsibility Towards Younger Members

Recognise that younger students may look up to you. Encourage positive behaviour, avoid gossip and unnecessary conflict, respect personal boundaries and help maintain an atmosphere of kindness and inclusion.

Failure to Meet Expectations

Breaches of this Code may result in guidance, formal discussions, restrictions on participation or, where necessary, removal from classes, productions or membership.

All matters will be considered individually, fairly and proportionately, taking account of safeguarding, individual circumstances and reasonable adjustments.

Continued Participation

Remaining within Performers Theatre Company's youth provision after turning 18 is not an automatic entitlement. Continued participation will be considered fairly, taking account of safeguarding, welfare, individual circumstances and the suitability of the provision.

This Code should be read alongside the general Student Code of Conduct, Safeguarding and Child Protection Policy, Anti-Bullying Policy and other relevant company policies.

BE YOUR BEST.