

Code of Conduct

Updated as of: **30th July 2026**

At Performers Theatre Company, we are committed to creating a safe, inclusive, and supportive environment where all students feel respected, valued and able to thrive. This Code of Conduct outlines the expectations for behaviour to ensure the safety, wellbeing, and positive experience of all members of our community.

All behaviour expectations are underpinned by our commitment to safeguarding and will be managed in line with our Safeguarding Policy.



PERFORMERS THEATRE COMPANY

STUDENTS

Respect

Respect during classes is always expected. Respect each other and the adults that are there to ensure classes run correctly and safely. Ensure you listen, are courteous, kind, and helpful to all around you. There is a zero tolerance of bullying and unkind behaviour; both are taken seriously and will be addressed promptly and appropriately.

Where behaviour does not meet expectations, this will be addressed in line with our behaviour procedures, which may include warnings and, where necessary, removal from Performers.

Punctuality

You must arrive to classes on time. If you know you are going to be running late, please ensure your parent/carer informs us. Arriving late impacts on the class, teacher and other students.

Electronics

Performers Theatre Company is a **mobile phone free environment** during all classes, rehearsals, and activities. Mobile phones should not be brought into sessions (unless for medical reasons). If brought, they must be handed in to staff on arrival and will be returned at the end.

You do not need phones to feel safe, connected, or engaged - **you have us**.

Uniform

Performers uniform should be worn to all classes, workshops, rehearsals, and performances. This helps people in whatever surroundings we are in identify you. They should be worn with pride. When wearing Performers Theatre Company uniform away from sessions, you represent us and are expected to uphold its values and standards of behaviour.

Social Media and Group Chats

You must use social media and any group chats sensibly and respectfully. What you say via an instant messaging service cannot be undone (even if you choose to delete it later). Please remember that the words you use can massively impact on another person's mental health and wellbeing. Think before you post or send. Instant messaging is informal and can be misinterpreted. If you are unsure about sending something to a friend, wait until you see them in person.

You must not follow, contact or engage with staff via personal social media accounts. All communication should take place through appropriate and approved channels.

Students are encouraged to speak to a member of staff if they feel unsafe, uncomfortable, or concerned about any behaviour.

PARENTS/CARERS

Parents/carers play an important role in supporting a safe and positive environment. All interactions should reflect the values of Performers Theatre Company and support the wellbeing of all children. Any safeguarding concerns should be reported in line with our Safeguarding Policy.

Classes

Core classes are held predominantly every Saturday in Havant and every Friday in Waterlooville during school term time. School of Dance classes take place on Tuesdays. Please ensure your child arrives on time and with the correct uniform. If you are running late, please let us know.

Production rehearsal dates vary. Closer to any production there could be extended and/or additional rehearsals. Details are always communicated to the cast or are available on the website with plenty of notice. Prompt time keeping for rehearsals is required to maximise the available time.

If your child is unable to attend a class/rehearsal, Performers must be informed as soon as possible. It is vital this is done for the safeguarding of your child. Full payment will always be expected regardless of any absence reason.

Fees

All classes are paid for in advance on a monthly basis. Fees are to be paid via bank transfer, standing order or cash. You can choose which works best for you. Additional opportunities can be booked and paid for through the same means. Additional payments (i.e. rehearsal fees/trips/show tickets etc.) can be added to your monthly class invoice should you wish.

The deadline must be met otherwise a £5 late fee will automatically be added to your invoice. We aim to be transparent and fair in all financial arrangements.

Questions, Feedback and Concerns

As a school, we are always learning and wanting to grow. Our staff do everything in the best interests of the children but at times, things do not always go to plan or as expected. We appreciate positive and constructive feedback from our parents/carers and our students. If you have any feedback, you can always speak to us in person or via email/phone.

If you have a concern or complaint, this must be done in person wherever possible. Concerns should be raised respectfully and, where possible, not in front of children. Where behaviour is not appropriate, you may be asked to leave the premises.

Supporting Our Community

Performers Theatre Company is built on a culture of kindness, respect and collaboration. We ask all parents and carers to support these values in their interactions with staff, students and other families.

If you have a question, concern or are unsure about something, we encourage you to speak directly with a member of the team. We are always happy to listen, discuss concerns openly and work together to find a positive resolution.

To help maintain a safe, welcoming and supportive environment for everyone, we ask that concerns or complaints are not discussed in front of students or with other parents/carers before they have been raised with us. This helps prevent misunderstandings, protects the wellbeing of our community and allows matters to be addressed fairly and respectfully.

By working together in a spirit of openness and mutual respect, we can continue to provide the positive environment that enables every student to 'Be Their Best'.

Production Support

Whether your child is cast in one of our productions or not, we do highly encourage you to support these productions by promoting ticket sales.