

Code of Conduct

(for students aged 18 or over)

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

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

Students who remain within our core provision after turning 18 continue to play an important role within our community. As legal adults, however, they are expected to recognise that they hold a different level of responsibility to younger members and are expected to model the standards and values of Performers Theatre Company at all times.

This Code of Conduct should be read alongside the Student Code of Conduct, Safeguarding Policy and all other relevant company policies.



PERFORMERS THEATRE COMPANY

Expectations

Students aged 18 and over are expected to:

- Continue to uphold all expectations within the Student Code of Conduct
- Act as positive role models for younger students
- Demonstrate maturity, professionalism and respect at all times
- Support a safe, welcoming and inclusive environment
- Follow all instructions given by staff promptly and respectfully
- Raise concerns through appropriate staff members rather than discussing them with younger students

Safeguarding Responsibilities

Students aged 18 and over must recognise that they are legally adults and many fellow students remain children.

Accordingly, they must:

- Maintain appropriate professional boundaries with younger students
- Never exploit their position or influence within the organisation
- Report any safeguarding or welfare concerns immediately to a member of staff
- Avoid behaviour which could place themselves or younger students at risk

Communication

Students aged 18 and over should exercise particular care when communicating with younger members outside Performers.

They are expected to:

- Use respectful and appropriate language at all times
 - Refrain from engaging in conversations that are unkind, intimidating, discriminatory or likely to cause distress
 - Avoid involving younger students in disagreements, complaints or matters relating to the organisation
 - Respect the privacy and wellbeing of other students
- Where possible, communication relating to Performers should take place through official channels or with parental awareness where appropriate

Social Media

As representatives of Performers Theatre Company, students aged 18 and over are expected to:

- Use social media responsibly
- Avoid posting content that is abusive, malicious, misleading or likely to bring the organisation or its members into disrepute

Not encourage or participate in online behaviour that excludes, targets or upsets others
Understand that online conduct may be considered when assessing whether expectations of involvement continue to be met. This includes conduct which has the potential to adversely affect the welfare of younger students or the safe running of the organisation.

Responsibility Towards Younger Members

Students aged 18 and over should remember that younger students may naturally look up to them.

They should therefore:

Encourage positive behaviour
Avoid gossip or negative discussions involving younger students
Promote an atmosphere of kindness and inclusion
Never place younger students in uncomfortable situations

Failure to Meet Expectations

Failure to comply with this Code of Conduct may result in:

Informal guidance
Formal meetings
Restrictions within the organisation
Removal from classes, productions or events
Termination of membership

Each matter will be considered individually, fairly and proportionately.

A Privilege

Remaining within Performers Theatre Company after turning 18 is a privilege rather than an automatic entitlement.

Performers Theatre Company reserves the right to determine whether continued participation within youth provision remains appropriate, taking into account safeguarding, welfare and the best interests of the wider organisation.