



GBT VOLUNTEERS CODE OF CONDUCT

We ask that all GBT Volunteers read this document which will guarantee commitment and maintain a respectful, happy and amicable atmosphere.

1 RESPECT

1.1 Respect for all individuals:

At GBT we ask that everyone, including performers, crew, directors, volunteers, and audience members, be treated with courtesy, kindness, and respect, regardless of age, gender, race, ethnicity, religion, disability, or sexual orientation.

1.2 Zero tolerance for harassment and bullying:

We adopt zero tolerance in all areas which will explicitly prohibit any form of harassment, including verbal, physical, sexual, or online. This includes bullying, insults, demeaning behaviour, and gossip.

1.3 Positive and collaborative environment:

At GBT everybody is expected to contribute to a supportive and harmonious atmosphere, encouraging and celebrating the success of their peers.

1.4 Confidentiality and discretion:

Private and sensitive information about the production, cast, crew or any volunteers should not be shared without permission, especially on social media.

2 REHEARSAL AND PERFORMANCE ETIQUETTE

2.1 Punctuality and attendance:

All volunteers are expected to be punctual for all activities. Any absences or delays must be communicated to the relevant team leader.

2.2 Preparedness:

Performers should arrive at rehearsals having learned their lines, blocking, and choreography as requested.

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2.3 Respect for the space and property:

The theatre, rehearsal spaces, props, costumes, and equipment must be treated with care. Everybody should clean up after themselves ensuring that any leftover food is disposed of in the outside containers. GBT property should not be removed without permission.

2.4 Appropriate attire:

Performers should wear appropriate clothing for rehearsals and performances, ensuring they are ready to move and work safely.

3 SAFETY AND WELLBEING

3.1 Reporting concerns:

Every volunteer has a responsibility to report any concerns about inappropriate behaviour, bullying, or unsafe conditions to a designated adult, such as a safeguarding officer, director, or trusted staff member.

3.2 Health and safety:

Everybody must follow all health and safety procedures and report any accidents, injuries, or hazards immediately. This includes not being under the influence of drugs or alcohol during rehearsals or performances.

3.3 Appropriate physical contact:

Any physical or intimate contact required for a production must be discussed, choreographed, and agreed upon by all parties beforehand. It must be approached sensitively and professionally and where appropriate, a DBS member of the GBT volunteering team present.

4 DIGITAL AND ONLINE BEHAVIOUR

4.1 Social media and online conduct:

All volunteers must be mindful of their online presence. They should not post inappropriate content, photographs, or videos related to the production or other cast members without permission.



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4.2 Mobile phones:

The use of mobile phones is typically restricted during rehearsals and performances to avoid distractions.

4.3 Photography and video:

Taking photos or videos backstage on the premises is useful for publicity purposes however you should be mindful of ensuring people included have given their consent.

4.4 Parental involvement:

Our code of conduct will be shared with and signed by all volunteers (and where applicable parents/guardians of minors)

Acknowledgment

By participating as a GBT volunteer, I acknowledge that I have read and understood the Code of Conduct and agree to abide by its principles.