

QUAKER YOUTH THEATRE
GUIDELINES OF ACCEPTABLE BEHAVIOUR FOR PROJECT STAFF

The project staff are defined as those responsible adults for whom the Leaveners pay all expenses for attending the project and include: director(s), facilitators, musical director, production manager, pastoral support worker(s), catering supervisor and project manager. Some of these may also be Leaveners' Trustees or employees.

The production team is comprised of all project staff plus older QYT members who may be attending the project as assistant directors, facilitators, stage managers, caterers, designers or choreographers. All members of the production team will be expected to live within QYT's Guidelines for Community Living.

All project staff with the Quaker Youth Theatre will be expected to work in a cooperative and affirmative manner with other members of the production team and the company members. All staff must be willing to accept acting as positive role models and behave in a responsible and mature manner.

Some guidelines outlining acceptable responsible and mature behaviour are:

- To treat all company members with respect and dignity befitting their age, and watch language, tone of voice and body language.
- Not to engage in any of the following:
 - X Invading the privacy of company members when in their bedrooms or bathrooms unless they need help.
 - X Rough, physical or sexually provocative games
 - X Making sexually suggestive comments about or to any company member, even in fun
 - X Any scape-goating, ridiculing or rejecting of a company member
 - X Buying alcoholic beverages (including alco-pops) for anyone under 18 years old
 - X Buying or supplying cigarettes to any QYT member under the age of 16.
 - X Sexual relationships with any of the QYT members, even if they consent.
- Be committed to using forms of discipline and control that are in harmony with the Quaker peace testimony and are not dependent in any way on physical restraint or punishment.
- Be willing to implement and work within QYT's Protocol for Managing Boundaries and Challenging Behaviour.
- If you see another staff member acting in ways that might be misconstrued, be prepared to speak to them, the project manager, or a Leaveners' Trustee about your concerns.
- Encourage an atmosphere of mutual trust, support and care, which allows all workers to be comfortable enough to discuss inappropriate attitudes, behaviour, or styles of working.
- Attend morning Meeting for Worship and be in a fit state to work: e.g., Be rested, prepared and well enough to undertake work required
- Able to recognise when personal concerns or problems may be impacting on your work.
- Recognise when you are too tired or stressed to work cooperatively and entrust rehearsals, workshops or crew calls to another production team member in order to take a break and rest.