



CODE OF CONDUCT FOR MEMBERS, VOLUNTEERS AND ASSOCIATES

Introduction

Rutland Musical Theatre is committed to maintaining a respectful and friendly environment for our members which is free from discrimination, victimisation, harassment and bullying.

This Code of Conduct sets out both the behaviour that we expect from our members, volunteers and any other associates otherwise engaged by the Company and acting on our behalf.

Any members engaging in behaviour that is not acceptable could lead to further action being taken by the Committee in accordance with rules of our Constitution.

Any volunteers or other associates engaging in behaviour that is not acceptable could lead to them being asked, by the Committee, to stand down from their duties and potentially to end their association with the Company.

Key Principles

Members, volunteers and associates are expected to be polite, courteous and respectful towards one another and to our audience members at all times and to not engage in behaviour which is discriminatory, or which could be construed as harassment, victimisation and bullying as set out in this Code of Conduct. This expectation extends to both in-person and virtual interactions equally.

Members, volunteers and associates must be respectful of our rehearsal and performance spaces and help to keep them in a clean, tidy and professional state at all times as well as complying with any specific requirements as set out by those venues whilst on their premises.

Discrimination

There are two broad forms of discrimination under UK legislation: direct and indirect discrimination.

Direct discrimination generally constitutes less favourable treatment because of one or more of the characteristics listed below.

Indirect discrimination generally occurs where a provision, criterion or practice which may appear neutral and apply equally to all, in fact inadvertently puts a group of people who share one or more of the characteristics listed above at a disadvantage in comparison with others.

We aim to ensure that all members, volunteers and associates receive equal treatment irrespective of:

- gender (including gender reassignment)
- marital or civil partnership status
- sexual orientation
- race, colour, ethnic or national origins
- religion or belief
- pregnancy
- disability

All our casting decisions will be made without discrimination other than where there is a genuine requirement to do so for artistic reasons.

If you consider that you are disabled within the meaning of the Equality Act 2010 and that this prohibits or limits your involvement with Rutland Musical Theatre, please speak to any member of our Committee who will discuss with you whether there are any adjustments that could reasonably be made to enable you to participate as you would like.

Harassment

- Discrimination may also occur as a result of victimisation, harassment or bullying.
- Harassment generally consists of unwanted conduct (based on one or more of the above characteristics) which has the purpose or effect of:
 - violating a person's dignity; and/or
 - creating an intimidating, hostile, unsafe, degrading or offensive environment.
- It is irrelevant whether the alleged harassment is intentional or not.
- The following are examples of harassment. This list is intended as a guide and is not exhaustive:
 - physical conduct – unwanted touching, patting, pinching, assault, coercion for sexual favours or physical threats;
 - verbal conduct – unwelcome advances, critical nicknames, innuendo, insults or abusive language;
 - non-verbal conduct – the display or sharing of pornographic or suggestive pictures, offensive or abusive gestures, objects or written material (other than in connection with a production for artistic purposes);
 - bullying – offensive, intimidating, insulting, humiliating or demeaning behaviour which attempts to undermine an individual.

Complaints & Grievance Procedure

If you think you have been a victim of any form of discrimination, victimisation, harassment or bullying and would like to make a complaint, please follow our grievance procedure.

Approved by: RMT Committee

Approved date: July 2025

Review date: July 2026