



Code of Conduct for Members

Introduction

St Andrew's Operatic Society is an amateur group whose members sing and act together for their own enjoyment and for the love of performance. Its activities are intended to be fun and contribute to members' wellbeing. As members of the Society, we have a duty of care to each other. Anything that happens in Society meetings, activities or performances that goes against these aims is a concern. To be clear about our expectations of how we relate together, the Management Committee has decided to set out a Code of Conduct for members, which new and existing members will be expected to behave in line with.

This Code of Conduct is not intended to disrupt or discourage the normal friendships and personal connections that form naturally in society and theatrical activities, but to enhance our group's understanding of how we all want to be treated.

Code of Conduct

- 1) Members need to be respectful when interacting with anyone involved in Society activities either directly face to face or in other media. No member will use discriminatory language or behaviour, bad language or derogatory comments.
- 2) No member will behave in a controlling, abusive or coercive way towards any other member or towards others involved in the Society's activities
- 3) Whilst in theatrical performances and rehearsals, some artistically indicated physical contact may be desirable and appropriate, there should always be verbal consent from the parties involved that they are comfortable with what is proposed, and this should be agreed with those performers and the Stage Director(s).
- 4) If any member is unhappy with the stage directions, choreography or language proposed they should feel encouraged and supported to speak to the Stage Director(s) at the time or after reflection.
- 5) In theatrical societies informal displays of physical affection are common and usually welcome. Members are reminded that it is advisable to check that the other person is comfortable with this, in order to avoid misunderstandings.
- 6) In the context of amateur performances, it is usual to take still photographs and video footage to use in publicity and as a record for posterity. The Society has adopted a system to record members' consent or otherwise to such recordings and what they may be used for.



7) In the context of amateur performances, members sometimes take informal photographs of each other, for example, in costume in the dressing rooms. To avoid misunderstandings, members should ensure consent of anyone involved is given.

8) Any breach of the Code of Conduct should be brought to the attention of the Management Committee in writing (e-mail or letter). The Management Committee will ask a committee member who is independent in respect of the alleged breach to investigate. This will include representations from the person accused of the breach. The Management Committee will then decide if there has been a breach of the Code of Conduct. If there has been a breach, the Management Committee will also decide whether this breach is significant enough to justify expelling the member as set out in the Society's constitution. A member who is expelled has a right of appeal as set out in the Society's constitution.

Agreed: March 2026

Review: March 2027