



Code Of Conduct

If Something Isn't Right

You should speak with a committee officer or consult our **grievance policy** or **whistleblowing policy**.

Further Reading

Child Protection Policy

This document was last updated in July 2026.

Contents

[Introduction](#)

[What You Can Expect from the Society](#)

[What the Society Expects from You](#)

[Additional Responsibilities When Working with Children](#)

Introduction

BATS aims to be a safe, vibrant, and inclusive society where our members are respected. To ensure that we are safeguarding our people and the society, it is reasonable to have a satisfactory minimum standard by which we expect our members to keep.

You may be asked to review and acknowledge that you've read a Code of Conduct agreement upon admittance to the society; this is to set expectations – it is not a reflection on you.

What You Can Expect from the Society

You have the rights set out in all of our policy documents and our constitution.

In addition, you have the right to;

- participate in creating and enjoying theatrical productions and associated events,
- enjoy safe participation in the society without fear or harassment,
- be respected and treated as an individual at all times,
- receive support for your individual needs,
- not to be pressurised to take part in specific events,
- be communicated with in a manner which reflects respect and care,
- be treated in accordance with society policies and regulations,
- enjoy an environment free of discrimination or abuse and to challenge it in whatever form it takes, and,
- make a complaint, and to be heard and have their complaint acted upon in accordance with the appropriate policies.

What the Society Expects from You

We expect our members to act in the best interests of the society – this is mandated by law in our constitution.

We expect you to;

- be aware of, and adhere to, the letter and spirit of our policies,
- follow the directions of directors, stage managers, committee members, the front of house manager, and other properly warranted volunteers,
- be a positive role model at all times; acting in a friendly, inclusive, and welcoming way during rehearsals, performances, and other society events,
- avoid acting in any manner, within or outside the society, which could bring the good name of Bishop Auckland Theatre Society in to disrepute or otherwise cause reputational damage,
- not engage in acts of verbal or physical abuse, bullying, discrimination, or violence, either actual or threatened, and to respect the rights and dignity of other individuals, and not allow such things to go unchallenged,
- not to be under the influence of alcohol, prohibited substances, recreational drugs or other mind-altering substances at any rehearsal or performance or where you are in a position of responsibility,
- never deliberately put yourself or others into compromising or potentially dangerous situations, and;
- follow all laws and regulations whilst in attendance at a BATS function.

Additional Responsibilities When Working with Children

In addition to the Child Protection Policy, individuals working with children must:

- not engage in sexual relationships with a child,
- not force any child to participate in activities, or place undue pressure upon them,
- observe appropriate boundaries and relationships with children, including use of contact and in language and communication,
- always be publicly open when working with children, and avoid rehearsals, meetings or situations where a child or children and the individual are completely unobserved,
- maintain an environment free of fear and harassment, and;
- work with the child's parent or legal guardian to ensure that the level and type of participation is appropriate to the child's stage of development.