

# Superstars Performing Arts

## - Code of Conduct – Staff and Volunteers -



As an adult working with members of Superstars Performing Arts

### **YOU SHOULD:**

- Arrive on time for all classes, rehearsals and events
- Communicate any unforeseen lateness or absence to the Director / Committee ASAP (before you are expected to arrive)
- Wear appropriate clothing, including Superstars attire to classes or events
- Read and comply with all Superstars policies and procedures
- Be aware of the rules and Fire procedures of the venue you are working in
- Provide an acceptable example of good behaviour
- Treat all children and young people with respect
- Respect everyone's right to privacy
- Be available to listen to the concerns of young participants, and to refer them to other sources of help where appropriate in line with our child protection policy.
- Report any safeguarding /behavioural concerns immediately to the Director /most senior member of staff
- Encourage young participants to feel comfortable enough to point out attitude and behaviour they don't like.
- Show understanding when dealing with sensitive issues and recognise that caution is required when discussing such issues.
- Be aware that even caring physical contact with a child or young person may be misinterpreted.
- Respect confidentiality of both member information and upcoming Superstars plans, shared on a need-to-know basis

### **YOU SHOULD NOT:**

- Permit abusive behaviour such as bullying, taunting or racist behaviour
- Have inappropriate physical, verbal contact or make personal friendships with Superstars youth members
- Use explicit, rude or inappropriate language
- Drink alcohol whilst in a childcare role or offer alcohol to any student
- Jump to conclusions about others without checking facts
- Allow yourself to be drawn into inappropriate attention-seeking behaviour such as crushes or tantrums
- Show favouritism to any individual
- Exaggerate or trivialise any child abuse issues
- Make suggestive remarks, even in jest
- Deliberately place yourself or others in a potentially compromising situation
- *Believe it could never happen to me*