

Tribe Theatre Code of Conduct

We are committed to fostering an inclusive, safe, and supportive environment for all staff, students, and participants. This Code of Conduct outlines our expectations for behaviour and interaction, ensuring that everyone can engage in a positive and respectful atmosphere. All members of our theatre community agree to uphold these standards by attending classes and any breaches may result in being asked to leave.

1. Respect for All Identities

We celebrate diversity in all its forms. This includes, but is not limited to, differences in race, ethnicity, nationality, gender, sexual orientation, age, religion, disability, and socio-economic background. All individuals have the right to identify and express their gender as they choose. Everyone is expected to respect others' gender identities, including using correct pronouns. If you are unsure of someone's pronouns, it is appropriate to ask respectfully or use gender-neutral pronouns until informed otherwise. We encourage the exploration and representation of diverse cultural backgrounds. However, this must be done with sensitivity and respect, avoiding cultural appropriation or harmful stereotypes.

2. Respectful Communication

We must use inclusive and respectful language at all times. Offensive, derogatory, or harmful language, including but not limited to, slurs, insults, or jokes about someone's identity, will not be tolerated. We will listen actively and attentively when others are speaking to ensure that everyone's voice matters. We will avoid interrupting or dismissing someone's perspective. When giving or receiving feedback, we will ensure it is constructive, respectful, and focused on growth and learning. We will avoid personal attacks or negative criticism.

3. Support for Neurodiversity

We recognise and value the different ways in which individuals think, learn, and process information. Neurodiversity, including but not limited to, autism, ADHD, dyslexia, and other cognitive variations, is respected and supported at Tribe Theatre. We are committed to making reasonable accommodations to support neurodiverse individuals and this may include adjustments in communication methods, sensory environments, and learning styles. Staff and students are encouraged to be patient and understanding, recognising that neurodiverse individuals may have different needs or require alternative approaches. Supporting students and staff with diverse needs is everyone's responsibility.

4. Anti-Bullying and Harassment

Bullying, harassment, and any form of discrimination will not be tolerated. This includes physical, verbal, and online harassment. If you experience or witness bullying or harassment, report it immediately to any staff member. All reports will be taken seriously and handled confidentially. We strive to create an environment where everyone feels safe and supported. This includes standing up against bullying and offering support to those who need it.

5. Collaboration and Teamwork

Theatre is a collaborative art form and we encourage everyone to work together, supporting one another in all aspects of the production process. Whether you are an actor, technician, director, or support staff, all roles are equally important. Respect each other's contributions and understand that success is achieved through collective effort. We will ensure that all participants have the opportunity to contribute and be involved.

6. Attire, health and Wellbeing

We will arrive at rehearsals in appropriate attire that will allow us to participate without discomfort to anyone involved. We understand that theatre is an active exercise and that shoes and clothes that allow for movement must be worn. We will take care of our physical health, ensuring that we are fit and able to participate in theatre activities. Mental health is just as important as physical health. If you are feeling overwhelmed, stressed, or in need of support, reach out to someone you trust within Tribe.

7. Responsibilities and Accountability

We will be punctual and committed to all rehearsals, meetings, and performances. If unable to attend for any reason, we must inform the relevant person as soon as possible. We take responsibility for our actions and behaviour. If we make a mistake, we are to be honest, apologise, and work towards making amends. Treat all theatre spaces, including rehearsal rooms, dressing rooms, and performance areas, with respect. Clean up after yourself and help maintain a tidy and organised environment.

8. Digital Conduct

The principles of respect and inclusivity apply to all digital communication and social media. We will avoid sharing inappropriate content, and be mindful of how our words and actions online can impact others. We respect the privacy of others, both online and offline and we will not share personal information, photos, or videos of others in classes and rehearsals without explicit consent. Students do not have consent to take photos/videos of other students or staff in classes or projects.

Acknowledgment

By participating in Tribe Theatre, you agree to uphold this Code of Conduct and contribute to a positive, inclusive, and respectful environment for all. Failure to adhere to this code may result in appropriate actions, including but not limited to, warnings, removal from certain activities, or in severe cases, expulsion from the theatre.

Tribe Theatre LTD

John Pickett - Director

Luke Pickett - Director

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