



Heckington Players

Heckington Players Code of Conduct

Updated February 2026

This Code of Conduct sets out the expectations, behaviours and responsibilities of everyone involved in the Society including members of the Committee, the wider membership, volunteers and helpers, and anyone involved in Heckington Players productions. It may be amended at any time.

Agreement

By becoming a member of Heckington Players or partaking in activities organised by the Society you will be agreeing to abide by the following Code of Conduct:

General

Respectful conduct: Treat all members, directors, audiences, visitors and partner organisations (e.g. the village hall) with courtesy, dignity, and respect. Always use appropriate language and respect others' beliefs and opinions. Any discord caused within rehearsals or outside will not be tolerated and will be reviewed by the Committee and appropriate action taken.

Inappropriate behaviour: Will not be tolerated including, but not limited to, disregarding policies and procedures, alcohol and drug misuse or dealing, bullying or harassment of any kind, swearing, fighting, racism or any form of discrimination, name calling, vandalism or stealing.

Professionalism: Members must conduct themselves in a manner that promotes a positive and supportive environment and make every attempt to not bring the society into disrepute. This includes anything posted on social media or in public/private group chats.

Responsibility for property: Take care of the Society's equipment, props, costumes and other items and do not move or use others' belongings without permission.

Conflict: Members should raise concerns or issues with the Committee or an appropriate person, rather than letting them fester.

Reporting harassment: All members are encouraged to report any incidents of bullying or harassment. The Society is committed to taking these concerns seriously and taking action to stop inappropriate behaviour.

Policies and procedures: All members are expected to read and follow the Society's policies and procedures to protect themselves, other members and the Society, and follow any reasonable instructions by the Committee or production team.

Disciplinary procedure: There are procedures for dealing with misconduct, which may include discussions, formal warnings and even expulsion from the group.



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Rehearsals and performances

Due to the nature of rehearsals, especially dress and tech rehearsals, and during performances the society understands that sometimes stress and anxiety levels can increase and lead to occasional outbursts of temper or inappropriate language. If there are occasions where this type of outburst happens, the member involved must apologise to those members affected as soon as possible. Anti-bullying and Harassment, and Complaints Policies still apply.

Members will:

Acknowledge that the Director has ultimate responsibility for rehearsals and respect both the Director and wider production team.

Follow the guidelines outlined in the production Standard Operating Procedures (SOPs), as required, and any instructions given to you by the Director, Producer, Stage Manager or Technical Lead during performances.

Be on time for all rehearsals and attend all performances and fully commit to the production, including learning lines, choreography and songs (if required).

Attend a sufficient number of planned rehearsals for the production. If a member attendance is poor the production team and/or Committee reserve the right to re-cast your role.

Please practice good hygiene for example, arrive at rehearsal in clean clothes, fresh breath, and put deodorant on before you arrive.

Have the opportunity to audition for any part (if appropriate) and auditions will be fair. Audition panels, where possible, will comprise of the Director, a member of the production team usually the Stage Manager or Producer and an independent/semi-independent member. The panel's decision is final.

Cast members will actively participate in promoting the productions, feature in promotional materials, such as photo and video shoots, social media content, and support poster/flyer distribution.

Ask for help if you need it, support others and have fun, make friends, and enjoy the show!

Review date: *February 2027*