



Revised September 2022

Behaviour Support Policy



Creating Community Through Theatre

SAVVY Theatre Company aims to be as inclusive as possible, allowing for a wide demographic of people, with different needs, experiences, abilities, beliefs etc... to engage in its activities. Drama and theatre-making is a group activity and while every effort is made to highlight and encourage individual expression, members are expected to behave in a supportive and appropriate way towards others.

Everyone involved with SAVVY is expected to adhere to our code of conduct.

This Behaviour Support policy should be used alongside our other policies, in particular our Code of Conduct, Safeguarding, Anti-Bullying, Inclusion & Engagement and our Company Handbook.

This policy relates to any behaviour that may affect someone's ability to engage fully with SAVVY as well as behaviour that directly or indirectly affects others ability to take part. It also applies to behaviour that impacts or directly harms props, costumes, set, personal items and/or the premises.

Attendance

As SAVVY has a very busy programme and is regularly working towards a show, regular attendance is vital, not just for rehearsals, but for individual growth and enjoyment.

A record of attendance is kept by the group facilitator and the following action will be taken for any individual who:

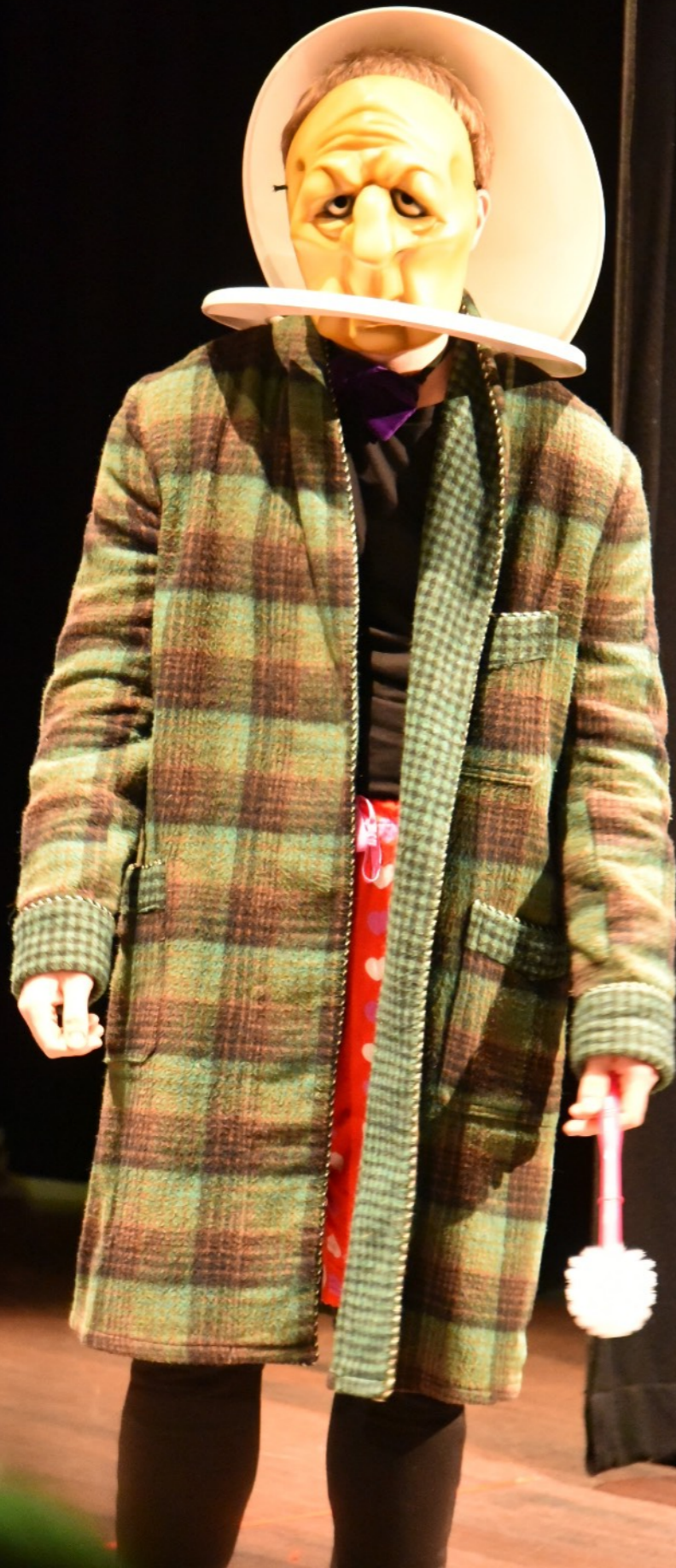
- is repeatedly late (unless the group facilitator has been previously advised by them or a parent/guardian regarding travel issues)
- has missed three consecutive sessions (without prior notice of a planned absentee)
- chooses to continually leave a session early (unless the group facilitator has been previously advised)
- continually 'drops out' of a session or refuses to participate in any activity (please also see our Inclusion & Engagement policy for strategies used to support disengagement)





These are the steps we will take to support someone's attendance.

1. A discussion will take place with the person regarding their attendance and we will look at any support SAVVY can offer to help.
2. If needed a telephone call to the parent/guardian/support will take place to also discuss the attendance issues and proposed support.
3. If the member continues to be absent, and the planned support is not working, a further discussion will take place to discuss other support options and a more formal agreement may be drawn up, outlining expectations on attendance for the person to be able to continue with SAVVY.
4. A final written warning will be sent to the member and (if appropriate) their parent/carer/support, outlining that if they continue to be absent, they will lose their place.
5. They will lose their place at SAVVY Theatre Company.



Inappropriate Behaviour

This can include anything that makes someone uncomfortable, even if it was not intended to, for example:

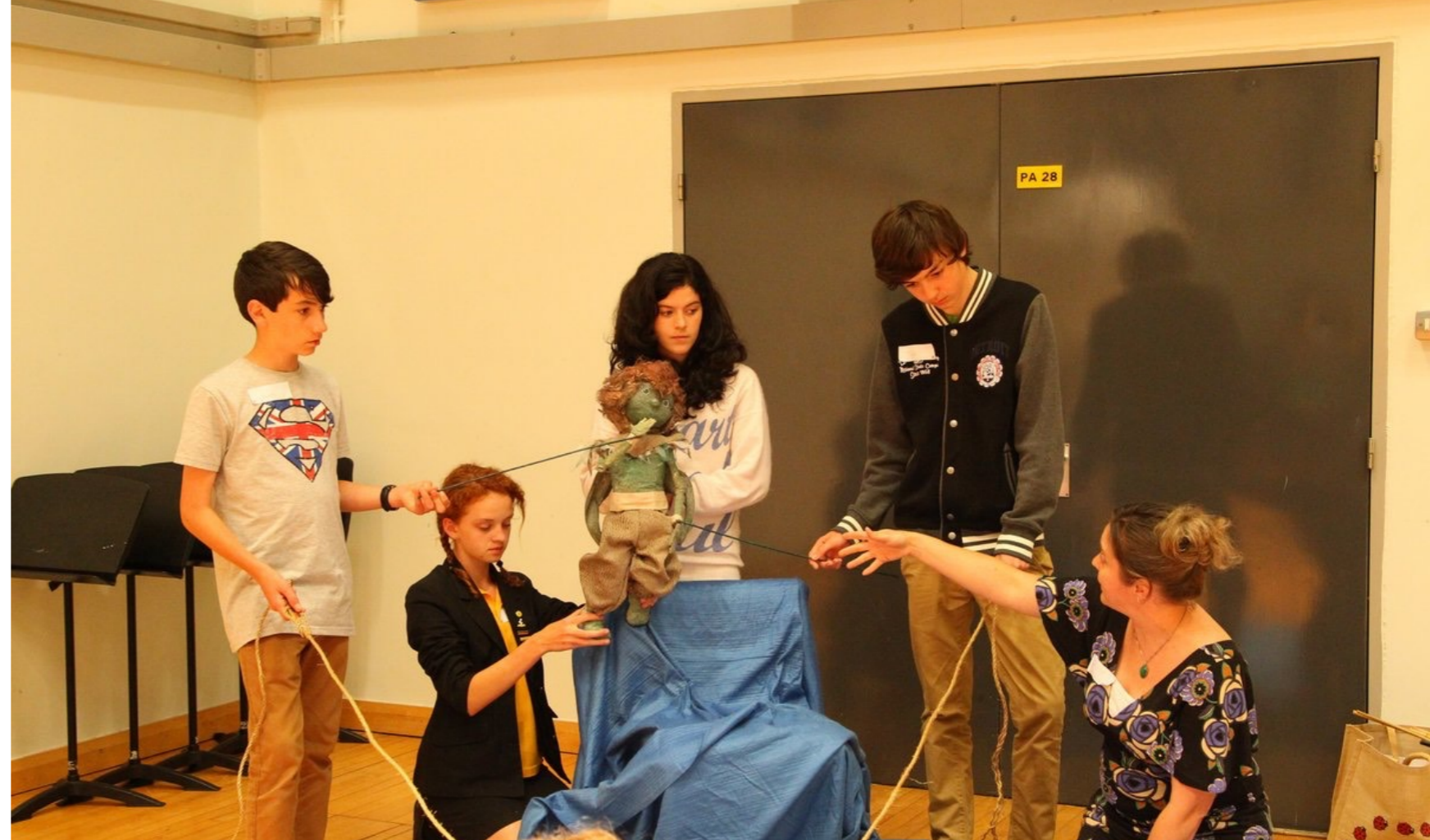
- comments that affect the work in the room or people's ability to take part
- staring at someone, making faces or looking at someone that may be interpreted as disparaging
- disengagement
- physical and verbal abuse to others, and unacceptable language** (including sexual references)
- bullying (see our Anti-Bullying policy)
- being drunk or high
- any behaviour that could cause damage to any building, furniture, equipment, or personal belongings

Ignoring or encouraging anyone involved in any of the above behaviour is also unacceptable.

*** Our definition of 'unacceptable language' does not necessarily exclude the use of swearing. We encourage free speech and recognise the place swear words and slang have in current culture, including their appearance in play texts we sometimes use. We DO however promote an understanding of where and when such language should be used and encourage people using such language to be aware of its impact. We will only take disciplinary action over 'unacceptable language' if it is directed at another individual or used in a way to cause deliberate offence.*

These are the steps SAVVY will take to manage and support inappropriate behaviour.

1. The behaviour will be brought to the attention of the individual (who may be unaware of it occurring) and an immediate verbal warning will be issued, asking for the behaviour to stop.
2. If the behaviour continues extra support to help the individual amend their behaviour will be given. This may include one-to-one assistance from a support worker or group facilitator, or if necessary, the individual may be removed from the room for a short period of time. (At no time would someone with additional support needs be left unaccompanied.) They will only be able to return once our code of conduct has been re-introduced and understood.
3. Should the behaviour continue a written warning will be issued both to the person involved and their parent/carer (if applicable), outlining the Inappropriate Behaviour and how a verbal warning has already been issued. A copy of this warning will be kept on file.



4. Should the behaviour continue, a further discussion will then take place between SAVVY, the person involved and their parent/carer/support to decide whether any additional support or requirements may be needed for them to continue with SAVVY.

A written behaviour contract will then be drawn up between SAVVY Theatre Company and the person involved (and their parent/carer if applicable), outlining strict guidelines for the person to adhere too, should they wish to continue.

5. If, after all of the above steps have taken place and the Inappropriate Behaviour has not stopped, the person responsible will be asked to leave SAVVY Theatre Company.

Immediate expulsion from the group will only occur if the offence is serious enough to be considered a criminal action, such as deliberate and/or prolonged physical or sexual assault or bullying. In these extreme cases, it is likely the police also be involved.



CREATING COMMUNITY THROUGH THEATRE

This policy will be reviewed by SAVVY Theatre Company every 2 years, or earlier if there are changes to legislation or an incident relating to these policies.

Copies of this document are made available to all employed facilitators (paid or voluntary), group members of SAVVY Theatre Company and their parent/carers via our website and on request.

Any questions or concerns regarding this policy should be forwarded to:

SAVVY Theatre Company
Fairfield Halls
Park Lane, Croydon, CR9 1DG

Charity Number: 1179492
Company Number: 6357764

www.savvytheatre.co.uk

