Rules of respect and behaviours for Heddington Amateur Dramatic Society

1 Policy Statement

Heddington Amateur Dramatic Society (HADS) recognises that all participants in HADS events have a right to enjoy themselves without feeling upset, uncomfortable or intimidated. We want HADS members to feel they can be open and that they have the respect of other members.

2 Scope

This policy applies to all HADS organised events and to all people involved in that events.

We have designed these rules so members understand what HADS expect from them and what members can expect from HADS and other members. We respect all members and acknowledge that everyone is entitled to have a point of view.

All members will behave and be treated in the following ways:

- Be welcoming and friendly
- Be open and honest with each other
- Be mindful of both language used and tone of language.
- Be prepared to listen to and respect everyone's ideas
- Always treat everyone in a respectful way
- Be considerate to each other
- Communicate openly with each other
- Give constructive feedback
- Treat all members equally
- Celebrate achievements together
- Learn from failures together
- Raise behavioural concerns as soon as possible
- Demonstrate commitment to the group
- Not place blame on others
- Demonstrate compassion and empathy
- Ask for help if required
- Valuing and understanding everyone's differences

If any member feels that they are not being respected or have any concerns regarding behaviour of other members they should initially discuss this with the person involved. If they feel unable to do this, they should either speak with any member of HADS committee. If it is a junior member, they can discuss it with their junior representative who can speak with our Child Protection Officer or another member of the HADS Committee.

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Approved on behalf of the Committee by the Chair

Signed: Jackie Williams

Date: 9.2.2026