**Stamford Gilbert and Sullivan Players Ethos**

The aims of the Stamford Gilbert & Sullivan Players are as per the Constitution. The ethos we hope to develop is:

a. A camaraderie and shared enjoyment in singing and performing the works of Gilbert & Sullivan.

b. A safe and welcoming environment for everyone in rehearsals and our performances.

To develop this ethos, the Stamford Gilbert & Sullivan Players will, under the leadership of the Chairman, the committee, and the Artistic and Musical Directors:

a. Ensure that the Society follows Health & Safety, DBS, Chaperoning and Body of Persons Approval (BOPA) policies, legislation and best practice.

b. Foster an open and welcoming culture with a zero-tolerance policy toward discriminatory behaviour or language.

c. Establish procedures to allow people to report events or concerns to the Chairman and committee, or if appropriate / necessary, to an independent person.

**Membership**

Membership of the Stamford Gilbert & Sullivan Players is open to all. Those wishing to be a member of the cast will be required to audition. Those members returning to the Society who have not maintained a Non-Acting Membership or have not been part of the cast for three years will be required to re-audition, as per the Constitution.

**Subscriptions**

All members of the Society will be required to pay subscriptions at the rate set at the Annual General Meeting. In order to audition for a principal role, members must have paid half the subscription prior to auditioning.

**Financial Assistance**

There are reduced membership rates for those under 18 years of age and the Ferguson Youth Bursary may be awarded each year at the discretion of the Stamford Gilbert and Sullivan Players; Non-Acting members pay a reduced membership rate.

**Health & Safety**

The Society and its members will follow the Health & Safety guidelines and instructions for the venues where they rehearse and perform. It is the responsibility of all members to act in a manner that does not put them or any other person at risk. Those who act recklessly, or negligently may have their membership of the Society suspended or permanently removed. One of the key preventative measures in Health & Safety is effective reporting of hazards, near misses, and accidents.

a. A hazard is something that has been noted that may lead to an accident in future without further barriers. All hazards should be highlighted immediately and reported to the Chairman and the Secretary who will then be able to liaise with the venue’s management to ensure effective barriers are in place to prevent injury.

b. Near Misses are events that occurred, or may have been narrowly avoided, that could have led to injury. All near misses should be reported to the Chairman and Secretary at the earliest opportunity so that they may liaise with the venue’s management to ensure effective barriers are put in place to prevent a reoccurrence.

c. Any accidents are to be reported in the accident book that will be available at all rehearsals and performances.

**Fire Safety**

All members of the Society should take note of the fire safety notices, exits and rallying points in the venues in which they rehearse and perform. At all rehearsals and performances, a register will be available for members (and any guests) to sign in and out such that in the event of evacuating the building, the Society has a record of who should be accounted for.

**First Aid**

The Society may have members trained in the delivery of First Aid but they cannot be guaranteed to be in attendance at all rehearsals or performances. Therefore in the event of injury, the primary focus should be on self-treatment of minor injuries or use of 111 or 999 in the event of more serious injuries.

 a. The Society will provide a small First Aid Kit suitable for minor injuries.

b. Any use of the First Aid Kit should be reported to the Chairman and Secretary so that it may be replenished.

c. Any injury requiring First Aid or emergency treatment should be reported in the Accident Book.

d. In the event of any member requiring emergency treatment, the Membership Form and Medical Information form that members complete may be passed on to the emergency services so that they can provide the best care possible.

**Behaviour / Code of Conduct**

In the opening paragraphs it was stated that the Players would foster a welcoming atmosphere for everyone and as such, the primary tenet of the Code of Conduct should be to treat everyone with respect and to deal with others in a manner in which you would hope to treated. Where members fail to live up to these standards, the Committee will take action that could include suspension or permanent removal of membership of the Society. In particular there will be no tolerance of:

 a. Verbal or physical abuse whether actual or threatened.

 b. Discriminatory behaviour or language.

 c. Unwanted and / or inappropriate sexual attention.

It should be noted that the Society welcomes everybody and has a diverse membership that includes under-18s and may include those with a number of protected characteristics. Members of the Society should take particular care with language and behaviour to ensure that it is appropriate at all times.

**Responsibilities of Membership**

The Stamford Gilbert & Sullivan Players have a long and illustrious history with a reputation for delivering lively, fun, high quality entertainment to our audiences. To ensure this continues we all have a number of responsibilities on top of those listed above with H&S, Fire Safety etc:

 a. Enjoy it! G&S is great fun.

b. Inform the Artistic & Musical Director well in advance of any planned holidays or absences and equally inform them at the earliest opportunity of unplanned absences.

c. Prepare for the rehearsals. Learn the songs and libretto as directed and review any performance notes from the directors.

d. Help set up and clear up rehearsal rooms, dressing rooms, concert venues etc.

e. If possible donate an item to the weekly raffle.

f. Purchase a copy of the score and libretto.

g. Advertise our concerts and shows and encourage as many friends, family, neighbours, colleagues or even lifelong enemies to come along and support us.

h. Enjoy the mayhem, the camaraderie, the music and the nonsense that is G&S.

**Complaints**

All complaints should be made to the Stamford Gilbert and Sullivan Players Committee Chairman. If unwilling to approach the Chairman, complaints may be made through:

a. The President, the Secretary or any other member of the Committee.

b. The Artistic or Musical Director.

c. The Safeguarding and Child Protection Representative (if appropriate).

d. Any other trusted person.

Chairman May 2025

Stamford Gilbert and Sullivan Players

Date for review: May 2026

**Additional Useful Information & Links**

[www.stamfordgandsplayers.com](http://www.stamfordgandsplayers.com)

This document, the Constitution, Child Protection Statement, Safeguarding Policy, Privacy Policy, Membership and Medical Forms are all available to review and download from the Members Area of the website. The password for the members area is available from the Secretary.