



**BINGLEY**  
LITTLE THEATRE

**CODE OF CONDUCT**  
**December 2025**

## Ethos

BLT is a diverse and inclusive organisation that is committed to:

- Eliminating discrimination, victimisation, harassment and bullying
- Encouraging diversity across all areas of the theatre and the Arts Centre
- Being accessible and welcoming
- Offering equality of opportunity to all current and potential members, volunteers, hirers and audiences

*This code of conduct therefore sets out behaviour that we expect from all committee members, general members and volunteers, and clearly identifies unacceptable behaviour that may, in repeated or extreme circumstances, lead to disciplinary action.*

## Objectives

We aim to ensure that all members, volunteers and hirers are welcomed and treated equally, irrespective of:

- Gender (including gender reassignment)
- Marital or civil partnership status
- Sexual orientation
- Race, colour, ethnic or national origins
- Religion or belief
- Pregnancy
- Disability

## Principles

- All members of any committee must take care to ensure that personal views expressed in **any** public domain do not, in any way, contravene our ethos or objectives
- All volunteers and members must be respectful of the theatre's premises and property
- Volunteers and members are, at all times, expected to:
  - *Be polite, courteous and respectful towards one another, to audience members, to hirers, and to visitors to the theatre*
  - *Fulfil commitments made to BLT unless there are extenuating circumstances*

## Discrimination

There are two broad forms of discrimination under UK law: direct and indirect discrimination

- *Direct* discrimination generally constitutes less favourable treatment because of one or more of the characteristics listed above
- *Indirect* discrimination generally occurs where a provision, criterion or practice which may appear neutral and apply equally to all, in fact inadvertently puts a group of people who share one or more of the characteristics listed above at a disadvantage in comparison with others.

Discrimination may also occur because of victimisation, harassment or bullying. If you consider that you are disabled within the meaning of the Equality Act 2010 and that this prohibits or limits your involvement at BLT, please speak to **the Artistic director, chair of a committee or the Chief operating officer**, who will discuss with you whether there are any adjustments that could reasonably be made to our premises and/or facilities to improve participation.

## Harassment

Harassment generally consists of unwanted conduct (based on one or more of the above characteristics called out in the objectives) which has the purpose or effect of:

- Violating a person's dignity; and/or
- Creating an intimidating, hostile, unsafe, degrading or offensive environment.

It is irrelevant whether the alleged harassment is intentional or not.

*The following are examples of harassment. This list is intended as a guide and is not exhaustive:*

- *Physical conduct – unwanted touching, patting, pinching, assault, coercion for sexual favours or physical threats*
- *Verbal conduct – unwelcome advances, critical nicknames, innuendo, insults or abusive language*
- *Non-verbal conduct – the display or sharing of pornographic or suggestive pictures, offensive or abusive gestures, objects or written material (other than in connection with a production for artistic purposes)*
- *Bullying – offensive, intimidating, insulting, humiliating or demeaning behaviour which attempts to undermine an individual*

## **Non-Compliance**

Where any instances of non-compliance come to the attention of the COO, AD, committee chairs or Trustees, appropriate and proportionate management action will be taken.

## **Complaints Procedure**

If you think you have been a victim of any form of discrimination, victimisation, harassment or bullying and would like to make a complaint, please follow our grievance procedure. This can be obtained from the Chief operating officer, Artistic Director or the board of Trustees.

Signed \_\_\_\_\_

Print Name \_\_\_\_\_

Date \_\_\_\_\_

Committee \_\_\_\_\_

*Reviewed and updated December 2025*