



BIG BAD WOLF

CHILDREN'S THEATRE COMPANY



Dignity at Big Bad Wolf Policy

Please note that this should be read in conjunction with the Big Bad Wolf Code of Conduct

All members of the Company are expected to treat others within the Company, Management Committee and Production Team with both dignity and respect, behaving towards others in an appropriate manner.

However, behaviour which is perceived to be unwelcome, unwarranted or unacceptable by another may be dealt with as a breach of the Code of Conduct for members of Big Bad Wolf. Victimisation, bullying or harassment towards others within the Company will be considered as inappropriate behaviours.

Informal Stage

If it is perceived that an individual is subject to adverse Dignity @ Big Bad Wolf, it is suggested that the individual in the first instance aims to resolve the matter informally with the other person(s) advising them that their behaviour is unacceptable to them.

However, if the behaviour is such that the individual feels incapable of advising/confronting the other party on their own then this may be facilitated by an independent member of the Management Committee. This nominated person can be contacted via **dignity@bigbadwolf.biz**

Formal Stage

If the informal stage does not prove successful, the matter should be referred in writing to the Vice -Chairperson of the Management Committee for consideration. Unacceptable breaches of the Dignity at Big Bad Wolf code of conduct will be considered by a Conduct panel made up from the Vice Chairperson of the Management Committee/ and others of the Committee/ one of the Directors of Production team. (If production related). If the matter is founded this may result in expulsion from Big Bad Wolf.

Appeals

Appeals against the decisions taken at the formal stage will be considered by an Appeal Panel, which will be made up from the Chairperson of the Management Committee/ and others of the Committee/ a different Director of Production Team (If production related) from that which considers the case at the Conduct Panel.

There will be no further right of appeal.

At all stages of the Conduct process, members of the Company may be accompanied by a person of their choosing. If this process involves dependants of the Conduct or Appeals Panel members, a decision will be taken as to who is appropriate to replace Panel members for decision making processes. This decision will be taken by the Management Committee.