

## **Vulnerable Adults Policy**

We are not a specialist alternate needs team, although we do not preclude vulnerable adults from joining us.

### **In productions**

We do not discriminate against vulnerable adults, but do require that they are able to participate with full ability to observe the norms of good social behaviour, while remaining safe themselves, and create performances to the same standard as the rest of the team.

It is important that they are able to participate, so they will need to be able to attend regular rehearsals, learn roles, travel to performances, in line with the rest of the cast.

It is important that any safeguarding officer is made aware of any concerns, conditions or requirements at the time of the vulnerable adult joining us, and that any and all concerns are addressed to the safeguarding officer, or the show director, if the safeguarding officer is not present.

We may ask a vulnerable adult to not participate in work that we feel may be unsafe for them, for example, someone unsure of personal boundaries, would be asked not to participate in a burlesque show, or with low concentration or muscular control, in an action or combat scene.

If we feel that a vulnerable adult may come to harm or distress, or that they may cause harm to others, we will have to ask that they do not participate in the projects.

In the past we have had care organisations send us people, with no prior disclosure, who exhibited extreme repeated behavioural traits which caused serious concern and distress to other members of our team. We ask that if caring organisation, wish to recommend someone to us, that they contact us first to confidentially discuss the potential members needs and requirements, so that we may assess if this is something we can accommodate. We are delighted to have this conversation, but stress that it is a necessity.

All memberships are subject to audition (for performers) or interview (for backstage/ helpers/ volunteers).

We are unable to accommodate anyone who is a registered sexual offender or with a history of violence.

### **As audience**

A vulnerable adult is most welcome to attend any of our shows, and may bring a registered carer at the "concessions" ticket rates.