



National Youth Theatre Volunteer Expectations

Reviewed 09/06/2023

Thank you for volunteering your services to support the National Youth Theatre. The contribution of our volunteers is integral to the success of NYT in delivering on its mission.

This document is intended to ensure that all NYT volunteers understand expectations in working with us to create a safe, enjoyable and creative learning environment for the young people with whom we engage and for staff, volunteers, parents and all stakeholders. In agreeing to volunteer with NYT, you are agreeing to these behaviour expectations and the requirements of our Child Safety Policy (http://nyt.nz/policies_and_documents)

As an NYT volunteer, I agree to:

- Familiarise myself with the role description for the specific area of voluntary contribution, ensuring all commitments and requirements can be met
- Acknowledge and respect the individuality of each cast member
- Respect a child or young person's personal space
- Be a role model in my actions and contribute to an environment of trust and inspiration
- Be mindful and supportive of any issues that may affect a young person's participation
- Respect and support NYT's diversity in culture, religion, race, sexual orientation and levels of ability
- Promote a safe environment, where no child or young person receives favouritism, inappropriate physical contact, or is the victim of bullying in any way
- Use appropriate language at all times and be a leader in the non-tolerance of offensive language or behaviour, bringing repeated instances of offensive language or behaviour to the attention of an NYT staff member
- Be a positive advocate for NYT when speaking about the organisation and its activities in all communications
- Fully understand, support and role model NYT's Health and Safety policies and procedures and understand my responsibilities in the event of an emergency
- Understand the NYT child safety, accident and lost child procedures and follow accordingly (http://nyt.nz/policies_and_documents)
- Implement NYT's risk mitigation policy of avoiding two people being alone together

- Always seek permission of the child/young person (other than in an emergency situation) where physical contact is required to meet the objectives of the role
- Ask for support and guidance from NYT staff as required
- Dress appropriately for the role
- To never leave children unattended or unsupervised
- Maintain appropriate levels of socialisation with children/young people met through the NYT programmes, including social media
- Ensure any activity on social media respects the privacy of all NYT cast and crew
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Smoking, Alcohol & Drugs Policy

National Youth Theatre has a zero-tolerance approach to the

- Use of prohibited drugs.
- Inappropriate use of controlled substances, solvents or inhalants.

No staff member or contractor under the legal age may smoke, vape, or consume alcohol.

NYT and all our venues are strictly non-smoking and non-vaping.

No volunteer will smoke or vape in the presence of any NYT participant at an NYT associated event.

Mature and responsible attitudes should be displayed by those wishing to consume alcohol at NYT events for adults (for example post or pre-show entertainment). Moderation and common sense must prevail at all times.

If cast members are present at an NYT event for adults, then any volunteer responsible for the care, safety, instruction or supervision of the cast must not consume any alcohol during the duration of the event.

Allergy Management

Due to serious food allergies of some of our cast, all participants (cast, staff and volunteers) must avoid including peanuts or other tree nuts in any lunches or snacks, and not share food with others.