

National Youth Theatre Contractor Expectations

Reviewed 27/05/2020

This document is intended to ensure that all NYT contractors understand their responsibilities towards NYT's commitment to creating a safe, enjoyable and creating learning environment for the young people with whom we engage and for colleagues, volunteers, parents and all stakeholders. In accepting contracted work with NYT, you are accepting these behaviour expectations and the requirements of our Child Safety Policy.

As an NYT contractor, I agree to;

- Familiarise myself with the role description for the position I am undertaking, the appropriate reporting parameters and the time commitment required
- Acknowledge and respect the individuality of each cast member
- Respect each child or young person's personal space
- Be a role model in my actions and contribute to an environment of trust and inspiration
- Be a positive advocate for NYT, speaking positively about the organisation's activities in all communication forums, both public and online
- 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
- 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 accident and lost child procedures and follow accordingly (http://NYT.co.nz/about/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
- Except in cases of emergency or safety hazard, or unless my role description specifically covers it, escalate the management of poor behaviour by an NYT cast member to the Production Manager or other NYT staff member or volunteer
- Present myself appropriately online to NYT customers, cast members and their families ensuring appropriate maintenance of privacy and security settings