

Crescent Theatre: Respecting One Another

We want a workplace where everyone has an equal voice that they feel empowered to use.

We are not different from other workplaces or industries. There are some aspects of working culture that are heightened for us – our dependence on freelance and casual workers, irregular working patterns, the call for intimacy on stage. But in every workplace open, clear and respectful communication is necessary for there to be an effective working environment.

At The Crescent Theatre, we believe in common sense and simplicity. We want the spirit of our interactions to be confident, informal, considerate and relaxed.

It is imperative that everyone understands the importance of being respectful and responsive to each other. We accept that everyone has different views and every scenario will depend on context, we encourage discussion and debate however, aggressive, bullying and disrespectful behaviour is never ok.

At The Crescent Theatre, we want to instil a culture of respect from the top down.

When you work with us, you can expect to be treated fairly, respectfully, and with care. You will be supported in your endeavours and, we hope, inspired by your colleagues and environment.

We believe in creating an environment that is free from aggression, swearing or threatening behaviour and violence towards a colleague or customer. We are against the abuse of power through violence or coercive control or being physical in any way with someone who doesn't welcome it. We are against discrimination towards anyone who has protected characteristics; these include their age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation. We promote listening and respecting each other's point of view. We are against staff and volunteers drinking alcohol in the workplace whilst carrying out duties, and we will not tolerate bullying or harassment in any way.

We want to be ourselves, yet always mindful of how our actions may be perceived by another person.

We encourage friendships within the theatre and are happy we have created a community of belonging where members and staff can meet new people and form new lasting relationships with each other, we promote a relaxed friendly environment where we can socialise with each other and have fun, however it is important to respect each other's boundaries.

We take responsibility for the power and influence we have, understand the impact of using it, and how to harness it for good.

We value inclusivity, appreciate difference, and consider people equally without prejudice or favour.

We build relationships based on mutual respect.

We believe in giving and receiving feedback in a constructive way that genuinely promotes creativity and productivity. If something goes wrong, we want to ensure that everyone feels confident that they have a voice and that they will be heard. We recognise that it doesn't always feel easy to call out harmful behaviour and report it, especially if you are at the start of your career, a freelancer or actor in the building for a short time, or a student or member of the community. Please be assured that we want you to feel comfortable and we support and value you sharing your experiences with us.

We believe in the power of creative imagination, engaging with life on all its levels. We believe in creating group experiences and generating laughter. We view entertainment as enlightenment: eye-opening, mind-expanding and heart-expanding. We want to share the benefits that theatre has with as wide a group as possible, unlocking ideas, communication and wellbeing. Above all, The Crescent Theatre is a values-led organisation. We have high standards and we operate with heart. We care very much about our audiences, our staff and members. We understand the impact we have on societal and community issues, and the importance of contributing to a body of high-class work. We want to sustain and grow our theatre, but not by compromising our standards or values. Each day, we want people to be reminded of why they joined us, and the attraction, excitement and welcome they felt when they first arrived. We want everyone to enjoy being here. There is a collective will to sustain an environment at The Crescent Theatre that is safe, inclusive, welcoming and happy. We want our theatre to be a beacon of enlightenment, entertainment, engagement and empathy.

When you work with us, you can expect to be treated fairly, respectfully and with care.

What to do if you feel we are not meeting the standards laid out above or you encounter problems

Members should speak to one of the General Members on the Board or to any Board member.

Staff and visitors should speak to the Theatre Manager, Deputy Theatre Manager or any member of the Board.

A list of Board members is displayed in The Members' Room.