Created: 14th Nov 2026 Next Review: Nov 2027

Croydon Youth Theatre Organisation

Members' Code of Conduct

At Croydon Youth Theatre Organisation (CYTO), we want everyone to feel safe, valued, welcome and able to express themselves. We believe that theatre is at its best when everyone can contribute, take creative risks, learn and grow together.

By being a member of CYTO, you agree to uphold the following expectations:

1. Keep CYTO safe
There is no place for violence, threats, intimidation or aggression at CYTO. Everyone has the right to feel safe so they can continue making brave and interesting work. If you are struggling to manage your behaviour or emotions, please ask a member of the team for help. We are here to support you, but violence and aggression cannot be accepted.

2. Respect everyone (and their boundaries)
Treat others with compassion, kindness and consideration. We expect all members to behave in a way that makes others feel valued and respected, regardless of their background, identity, abilities or circumstances.

This includes respecting members personal boundaries. Consent must be sought before making physical contact with another member. If there are personal boundaries that you have as a member that may not be obvious, please share these with the group or group leader, with the knowledge that they will be respected and accommodated for to the best of our abilities.

3. Challenge discrimination and hate
Discriminatory behaviour, hate speech and behaviour that encourages violence have no place at CYTO. This includes micro-aggressions and comments or actions that may cause harm, even when no harm was intended.

If someone makes you aware that something you have said or done may have been discriminatory or hurtful, take time to listen and reflect. Be willing to ask questions, seek support and learn how to do better.

4. Make no assumptions about others
Never assume someone's sexuality, gender, identity or any other personal characteristic. If you need to ask someone a question, do so respectfully and without judgement. Remember that they may not wish to answer, and that choice must always be respected.

5. Help everyone feel welcome and included
Make an effort to include others, particularly anyone who may feel new, nervous or left out. We all have a responsibility to create an environment where everyone feels they belong and can participate.

6. Listen and let everyone have a voice
Don't talk over, interrupt or dominate conversations. Give others the time and space to express themselves and make sure everyone has an opportunity to contribute.

We recognise that people communicate and process information differently. Being patient and listening carefully helps ensure that every voice is heard.

7. Commit to the bit
CYTO is a great place to socialise, make friends and have fun, but the main reason we are here is to learn about theatre and develop our creative skills. Take part, give things a go, support your fellow members and make the most of every workshop and performance opportunity.

8. Respect our space
Treat CYTO's spaces with care. Clear up after yourself, put things away and leave rooms and facilities as you would wish to find them.

9. Look after our resources
Respect CYTO's equipment, props, costumes, furniture and other resources. These cost money to replace, and looking after them means more of our funds can go towards workshops, productions and more opportunities for members.

10. Strive to be your best self
We encourage everyone to be the best person they can be, while recognising that this will look different from one day to the next. Nobody gets everything right all the time. What matters is that we keep learning, take responsibility for our actions, support one another and try to do better.

Our shared responsibility

Being part of CYTO means being part of a community. We all have a responsibility to help make it a safe, inclusive, supportive and inspiring place to create theatre.

We expect every member to take this Code of Conduct seriously and to do their part in making CYTO a place where everyone can thrive.

What to do if someone isn't following this code of conduct

As a youth-led organisation you are well within your right to address the person or people who aren't following the code of conduct independently and remind them that their youth board have made these decisions for the benefit of everyone. If that doesn't feel like the right thing to do for you, please let your workshop leader know and they will address if, failing that speak with the Artistic Director and they will ensure the code of conduct is upheld. If you can't catch them in person, please email at andrewmcpherson@cyto.org.uk

Signed: _____
Andrew McPherson
Artistic Director

Signed: _____
Eleni
Co-chair of Youth Board

Signed: _____
Zoë
Co-chair of Youth Board