

Deep Roots Tall Trees - Code of Conduct

Thank you for being part of the DRTT community.

We are richer for your involvement and aim to ensure that we provide you with an environment in which you feel seen, safe and celebrated for the individual you are.

OUR VALUES

As an organisation we exist to provide Creative opportunity which is driven by high-quality Arts Ambition, meaning simply to be the very best we can develop to be. The above is underpinned by strong Friendship, Support and Respect inclusive of everyone.

The objective of this code of conduct is to support you to live up to those aspirations, help you achieve your best, and model behaviours that will support others to achieve the same. Staff, volunteers, participants in our activities etc. all play an equal part in ensuring that those objectives are embedded in everything we do.

BE PRESENT

- Be aware of the impact your behaviour has on others
- Be ready to engage in our activities
- Communicate e.g. let our General Manager know of unavoidable absences as soon as you can
- Model active listening
- Be in the right place

CHOOSE YOUR ATTITUDE

- Attend our activities and be prepared to engage and participate
- Use positive, respectful communication
- Treat any premises we use and equipment responsibly
- Give feedback when you experience an issue that is constructive and enables growth

HAVE FUN

- Look out for each other
- Celebrate each step on your journey
- Remember, mistakes are part of learning and taking part
- Show enthusiasm, in a way that helps others enjoy the experience too
- Show others the kindness you would like to receive

DRTT aims to provide an inclusive and safe environment for all those who wish to engage with our activities and events.

Please note that the following will not be tolerated:

- Bullying, discrimination or harassment
- Offensive or illegal items or substances
- Accessing or sharing inappropriate content

Failure to comply with the code of conduct may result in a verbal warning, written warning, and potential exclusion from DRTT activities or events.

Living Document

Important note. This is a living document and the definitive version is on the DRTT OneDrive system. Updates and amendments should be expected. The Policy will be reviewed on a biennial basis, or to reflect updates in legislation. This Policy is next due for renewal in January 2026.

This version was reviewed in January 2024.