

Including:

The Griffin Players Inclusion Policy

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The Griffin Players Inclusion Policy

Introduction

The Griffin Players believe that theatre should be a safe, welcoming, and supportive space for all. We are committed to promoting a culture of respect, inclusion, and understanding. Every member of our group has a role in maintaining an environment that values individual differences and protects each other's dignity and wellbeing.

Personal Space and Respect

- All members must respect each other's personal space at all times
- All members must be considerate of others' need for space
- Physical contact must always be consensual and appropriate to the context of rehearsals or performances
- Unwanted physical closeness, touch, or invasion of space will not be tolerated. Members with additional needs may need to be supported in their understanding of this by sharing this policy and further discussion where required

Inclusion and Equal Participation

- Everyone has a right to feel included, valued, and safe within the group
- No one should be left out, ridiculed, or excluded from activities or social aspects of the group
- We celebrate diversity and welcome people from all backgrounds and abilities

Understanding and Supporting Members with Special Needs (Including Autism)

Some members may have special needs, including autism or other neurodivergent traits, which may affect how they communicate, interact, or respond to social and sensory situations.

Autistic members may:

- Prefer clear and direct communication
- Need extra time to process information or respond
- Be sensitive to lights, sounds, or touch
- Experience stress in busy or unpredictable environments
- Need adaptations specific to need

All members are expected to show patience, understanding, and flexibility when interacting with those who have special needs. Members are also expected to be excellent role models for junior members.

It is unacceptable to ridicule or exclude anyone because of their differences. Any such behaviour will result in appropriate action, which may include being asked to leave the group.

Safeguarding and Supporting One Another

- Every member is responsible for the wellbeing of the group. We all have a duty to safeguard and support each other
- If you are unsure how to support someone, or if someone's behaviour makes you uncomfortable, report your concerns to the Safeguarding Lead immediately
- The Safeguarding Lead is Mr David Houghton and can be contacted at Your concerns will be taken seriously and handled sensitively

What to Do If You're Not Sure

If you're unsure whether something is appropriate (e.g., a joke, a physical gesture, or someone's reaction), ask yourself:

- Could this make someone feel uncomfortable or excluded?
- Would I be okay if someone did this to me?
- Has the person given clear consent or shown enjoyment of the interaction?

When in doubt: pause, reflect, and if necessary, speak privately with the Safeguarding Lead or another trusted leader.

Our Commitment

By participating in this group, all members agree to:

- Uphold the values of respect, inclusion, and support
- Treat all individuals with kindness and patience
- Safeguard each other's emotional and physical wellbeing
- Embrace and accommodate the different ways people experience and engage with the world

This policy is in place to make The Griffin Players a safe, inclusive, and creative environment for everyone. Breaches of this policy will be taken seriously and may result in action being taken in line with our code of conduct.

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Guidance brief to use with children

Being Kind and Respectful to Everyone

At The Griffin Players, everyone is welcome, and we all want to feel safe, happy, and included.

Some people may have special needs, like autism, which means they might think, feel, or act a little differently. For example, they might:

- Like things to be the same each time
- Need quiet space or time alone
- Talk or play in their own way
- Get upset more easily in busy or noisy places
- Get more excited than you would expect
- React in a way you might not expect

And that's okay! Everyone is different, and that's what makes our group special.

Here's how we can help:

- Be kind and patient
- Don't laugh at someone or leave them out
- Give people space if they need it
- Treat everyone the way you would like to be treated

If you ever feel confused or worried about someone's behaviour, or if you see someone being unkind, talk to a grown-up you trust. This could be the group leader or another adult helping with the group. They're there to listen and help.

Let's make sure The Griffin Players group is a place where everyone can shine and feel welcome!

Guidance for adult members

Working Together Safely and Respectfully

Welcome to The Griffin Players! We are so glad to have you here. This is a place where we work as a team, have fun, and help each other do our best.

To keep everyone safe and happy, please read and follow these important rules:

1. Always Follow Instructions

- Please listen carefully to the director and helpers
- If you don't understand something, it's okay to ask!
- Following instructions helps everyone stay safe and enjoy the show

2. Be Careful with Personal Space

- Keep a safe distance from others during rehearsals and performances
- Don't touch other people unless you've been told it's part of the show — and they are okay with it
- Everyone needs their own space to feel comfortable

3. Do Not Touch or Approach Children

- Never touch or hug children or young people in the group
- Do not go near the junior dressing room. This is private for children only
- Always respect the space and safety of the younger cast members

4. Be Aware on Stage and During Rehearsals

- Pay attention to your surroundings — look where you're going
- Move carefully so you don't bump into anyone
- If you're using props or costumes, handle them gently and safely

5. Be Gentle — Don't Hurt Anyone

- Even if you don't mean to, being rough or silly can hurt someone
- No pushing, grabbing, or fast movements around others

- If someone says you're too close or made them uncomfortable, please listen and stop

Need Help?

If you're unsure what to do, ask a group leader or helper. It's always okay to ask questions or ask for help. We're here to support you and make sure everyone enjoys the experience.

Let's Work Together

By following these rules, you help make The Griffin Players safe, fun, and welcoming for everyone. Thank you for being part of the team!