



MPAUK (WGUK/DCUK) Well-Being and Safety Code of Conduct.

*To be read in conjunction with WGUK Safeguarding Policy and Rules of Performance.
This is not an exhaustive document and should be expanded to include localised variation.*

Overall aim:

To create a safe, supportive, and inclusive environment where young people can rehearse, perform and watch others confidently, with their physical and emotional wellbeing always prioritised.

Organisation Responsibilities : The Director holds responsibility.

All performers, staff, volunteers and supporters must show respect for others both in person at events, and through communication (including socials) after. No activity, or series of activities, should bring an individual, group or WGUK/DCUK/MPAUK into disrepute. Directors are responsible for ensuring the behaviour of their performers, staff (including themselves), volunteers and supporters always aligns with this. Retreat/Results Ceremony: respect between performers, staff, volunteers and supporters should be shown consistently during this special time. Obscene language, gestures or any other actions, at any time, that may cause offence will not be tolerated.

- During critiques, attendees must be respectful of others in the room and in the waiting area. They must adhere to the Critique rules. Failure to do so will be investigated and may result in future restrictions.
- Specific show instructions must be followed. This includes timings.
- Attendance at preshow meetings is compulsory
- No Director, staff or performer should be under the influence of drugs and/or alcohol at a show or when in a position of leadership with their group.

Beyond show day.

It is recommended that behaviours of leaders and all staff/volunteers always be indicative of the high standards our activity holds. This includes in consideration of responsible alcohol consumption and any relationships involving performing members. Where existing relationships are established, directors should have awareness and ensure safe management. It could there be exploitation because of an imbalance of power, could favouritism be seen etc?

- Where there is an overnight stay, ensure that there is a gender and age split in allocation of sleeping spaces and that there is always a responsible adult contactable. It is recommended that a minimum of 3 people are in a room.
- Ensure vehicles are taxed, insured, and roadworthy. If transporting members, ensure their safety remains paramount.
- Maintain appropriate public liability insurance for Winter Guard (WGUK) and band (DCUK) activities.
- Ensure teaching methods are appropriate for the age group and delivered in a safe, supportive way.

Rehearsal Environment

- Ensure regular breaks for rest, hydration, and wellbeing.
- Encourage appropriate clothing for dignity, movement and temperature.
- Promote good nutrition (water and snacks, awareness of allergies).
- Systems for drop-off and collection of children - Maintain attendance records and know who is responsible for each participant. Have procedures for late collection.
- Ensure appropriate DBS checks for staff and volunteers as appropriate. [DBS checks: detailed guidance - GOV.UK](#)
[DBS Update Service: employer guide - GOV.UK](#)
- Promote respectful, appropriate language and behaviour.
- Ensure up to date health information and responses agreed where possible.

Emergency Readiness

- A first aid kit must be available. Relevant medical details should be known. [What To Put in a First Aid Kit - St John Ambulance](#)
- Ensure access to a working phone and charger/power source.
- Emergency contact details for participants must be accessible.
- Awareness of nearest emergency facility. [Find urgent and emergency care services - NHS](#)

Training & Physical Safety

- Activities and show design should be age-appropriate and suitable to the participant's ability. Focus on the youngest group member. [Safeguarding in the performing arts | NSPCC Learning](#)
- Ensure proper training and preparation for the level required.
- Avoid pushing participants beyond their capabilities.
- Manage lifting and partner work safely and with appropriate supervision.

Equipment, Costume & Props

- Props must be robust, tested and safe. Consider and document in a risk assessment, any risks with use and transportation.
- Ensure safe positioning and spacing for props and equipment during rehearsals and performances.
- Secure storage of props and equipment to prevent accidents, following show organiser instructions at events.
- Ensure safe methods for carrying and transporting props. Ensure weapons are stored in discrete covers for public transportation.
- Risk assess staging, spacing, and movement in the performance environment – this may be different having consideration for age and ability.
- Ensure participants understand safe positioning, lifting and transitions.
- Consider appropriate costumes – are undergarments suitable for the performer and audience? A suggested general guide would be that undergarments are cycling shorts and crop top allowing for changing without designated spaces and always protecting dignity. Ensure any measuring and fitting of costumes is carried out with consent and in accordance with safeguarding recommendations.

Example Risk Assessment Form.

Activity:
Location:
Date:
Assessed by:

Key Risks & Controls:

What could go wrong? (Hazard)	Who could be harmed?	What are you doing to keep people safe?	Done? (✓)
Slips/trips on floor	Participants, staff	Keep floor clear, check before session	☐
Injury during movement	Participants	Warm-up, teach safely, supervise	☐
Unsafe use of props	Participants	Train proper use, check equipment	☐
Dehydration/tiredness	Participants	Provide breaks, encourage water	☐
Emergency situation	Everyone	First aid kit, phone available	☐

Emergency Plan:

- First aider:
- Emergency contact number:
- Nearest hospital:

Additional Notes: (Anything else to be aware of, e.g. specific needs, allergies, injuries)

This document is available and applicable to everyone in and around the activity. Should any person feel the standards are not being met, they should contact the Safeguarding Lead for WGUK/DCUK/MPAUK at safeguarding@mpauk.org.uk or via our reporting form at <https://forms.gle/BZZePHqhVm9J7F4c9> (which can be anonymous if required).

If the matter is raised within an organisation regarding non adherence to this guidance by any of their staff, members or supporters, then it is expected that organisations will follow their own wellbeing and safety policies and/or safeguarding policies initially. Escalations to WGUK/DCUK/MPAUK will be as appropriate.

Definitions:

- **Director:** Named Director for a given group and/or organisation as supplied to MPAUK (WGUK and/or DCUK)
- **Designated Safeguarding Lead:** A nominated individual who holds responsibility for all aspects of safeguarding within their organisation.
- **Organisation:** Performance ensemble as registered with MPAUK (WGUK and/or DCUK). This also applies to non-member groups participating in an event sanctioned by MPAUK (WGUK and/or DCUK).
- **Member:** performing individual within a group.
- **Licensed staff member:** Staff member who has completed the required training as defined by WGUK and/or DCUK. The training must relate to the specific circuit.
- **Staff member/volunteer:** any person that is affiliated, and gives time to, or assists a group and/or MPAUK WGUK/DCUK
- **Community/supporter:** Any other individuals who attend events in person or show support in other ways. Where any such individual shows support for a specific organisation then they will be deemed to fall under the jurisdiction of that organisation's Director.

Statement of agreement:

I agree to the above and take responsibility as outlined. I am aware there may be consequences as laid out in the rule books. Where necessary, conversations and/or investigations may be carried out by the designated safeguarding lead and/or other board members. These may be formal or informal, and this will be advised at the point of contact. Where an issue arises that is not specifically referred to in the rule book, and consequences are deemed necessary, these will be discussed and notified via the relevant chairperson.

Signed by director. _____

Name of director. Print. _____

Name of group. _____

Organisation. _____

August 2026	Author: Sharon Smith, Lauren Neal, Ian Butt	Sign off by MPAUK/WGUK/DCUK board.
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