

# **Butter Side Up Theatre Company Rules & Values**

Welcome to Butter Side Up, where we keep the drama on stage and the good vibes everywhere else. To make sure things run smoothly and everyone feels supported, we've got some rules and values to guide us. Have a read, and let's create something brilliant together!

## **Our Values**

### Courageous

We embrace challenges and creative risks. Whether it's trying a bold role or stepping out of your comfort zone, we'll be cheering you on.

### Joyful

Theatre is all about joy! From rehearsals to curtain call, we celebrate the magic and laughter that comes with every performance.

### Creative

We love originality, bold ideas, and fresh takes. This is your space to explore and push storytelling boundaries.

### Inclusive

We welcome and celebrate everyone. Butter Side Up is a space where all backgrounds, identities, and voices are valued.

## **The Rules: A Friendly Guide**

### 1. Be Kind (Don't Be a Dick)

Respect is key. Treat everyone—on and off stage—with kindness. Bullying or discrimination of any kind isn't tolerated. (See more in our Anti-Bullying Policy below.)

### 2. Commit to the Process

Rehearsals are the backbone of every production, so showing up matters. To help keep things fair, we follow a three-strike system:

- 1** Strike One: Miss a rehearsal without letting us know? You'll get a friendly reminder to check in.
- 2** Strike Two: Miss again without notice? We'll have a quick chat to see how we can support you.
- 3** Strike Three: A third no-show without explanation? The committee may have to reconsider your role in the production.

It's simple: communicate if you can't make it. We're a team, and we're here to help!

### 3. Keep It Fair and Fun

#### Auditions

We're committed to fairness in casting. Every audition panel will include at least one impartial committee member to ensure decisions are unbiased and inclusive.

- If a production team member has a conflict of interest with an auditionee, they'll step back from decision-making for that audition.
- Need feedback? Just ask—we're here to help you grow.

### Bullying Has No Place Here

We're dedicated to keeping Butter Side Up a safe, inclusive, and positive space. Bullying or harassment (in person or online) is never okay. This includes:

- Comments or actions about race, religion, gender, sexuality, weight, or political views.

If you experience or witness bullying, let the committee or your producer know. We take all reports seriously, and everything will be handled confidentially.

Speak to the EDI Officer for details and to read our full Anti-Bullying Policy

### 4. Respect the Kit

Scripts, costumes, and props are precious. Look after them and return them in good condition. If something gets lost or damaged, you'll need to cover the replacement cost.

### 5. Stay Focused

- Phones off and gum out during rehearsals and performances—it's time to shine!
- Feedback is part of the process, so be open to it. We're all here to support each other's growth.

### 6. Be a Team Player

Every role is vital, from lead parts to backstage brilliance. Show up, give your all, and support your fellow members. Together, we create the magic!

### 7. Share the Spotlight (and the Joy)

We love sharing what we do with the world, so we'll often take photos or videos. If you'd prefer not to be featured, just let us know in writing.

### 8. Celebrate Diversity

Butter Side Up is a space for everyone. No matter who you are or where you're from, you belong here.

These rules and values are here to make sure Butter Side Up is a fun, fair, and welcoming place for everyone. Got questions or concerns? The committee is always happy to chat. Now, let's get to work—break a leg!

