



NAYD's Membership Criteria Explained

What are...Aims and Objectives?

NAYD encourages all affiliated youth theatres to have aims and objectives. This means the youth theatre has taken time to clarify what it hopes to do and what it hopes to achieve. They enable a youth theatre to focus their programme, provide a unified message to others and help to measure the group's progress.

What is...A Welfare Policy?

NAYD encourages all affiliated youth theatres to have a welfare policy. A welfare policy includes the guiding principles, procedures and actions in relation to the welfare of its members, leaders and volunteers as well as the overall welfare of the group e.g. child protection, codes of conduct, health and safety etc. (See the [Advice Centre](#) for more about Welfare Policies).

What is...An Artistic Vision?

NAYD encourages all affiliated youth theatres to have an artistic vision. This means the youth theatre can state what they wish to achieve and where they want to be artistically in the future. It does not have to include concrete examples but should be used to guide workshop programming and choices of productions.

What is ...Not for Profit?

All affiliated youth theatres must be non-profit making. This means that the youth theatre was formed to provide a service that is of public or mutual benefit, other than the pursuit or accumulation of profits. A not for profit youth theatre is not prohibited from making a profit. Those profits however are not for the personal benefit of members or leaders and should be reinvested in the youth theatre. This does not prohibit the payment to individuals for services provided to the youth theatre. It may be appear in a policy document as simply: **[Insert: Youth Theatre Name]** is a not for profit organization.

What is...Non Competitive?

All affiliated youth theatres must have a non-competitive policy. This means that the youth theatre's process and programme does not promote rivalry between two or more people within the

youth theatre or with other groups. This does not mean that auditions are prohibited. Auditions, however, must be done in a fair and transparent manner. It may be appear in a policy document as simply: **[Insert:Youth Theatre Name]** has a non-competitive policy.

What is ... An Inclusion Policy?












NAYD encourages all affiliated youth theatres to have an inclusion policy or to integrate it into other policies or its practice. Inclusion ensures that people involved in the youth theatre feel they belong, are engaged, and connected through their work to the goals and objectives of the youth theatre. It may also affect recruitment, programming and governance.

An inclusion policy may be a stand-alone policy or can be embedded in the youth theatre's other policies e.g. child protection, parental involvement, constitution, equality, participation policies etc.

The principle or ethos underpinning inclusion is a willingness to strive to provide equal opportunities to all irrespective of special needs, disability, mental health or medical need; race, culture, class, creed, sexual orientation, gender or social status.

Inclusion should consider the young people, parents or primary carers, leaders, volunteers, and staff. It should also be considered in light of the youth theatre's resources e.g. staffing levels, accessibility of venue, experience of leaders, staff or volunteers.

Good practice in terms of inclusion:

-  Recognises the rights of the young person;
-  Recognises the importance of parents/carers and families in the life of the young person;
-  Actively tries to seek the views of young people, leaders and volunteers and value their contribution;
-  Promotes access for all young people in the youth theatre's area;
-  Encourages young people to access the youth theatre;
-  Advertises its job vacancies as widely as possible;
-  Safeguards the welfare of every young person, leader, volunteer and employee;
-  Provides a range of stimulating fun and creative activities which are both age and ability appropriate;
-  Creates a friendly and open setting;
-  Challenges unacceptable language, actions or beliefs, which may be prejudicial or exclusive to others;
-  Meets the individual needs of young people in the youth theatre setting.

A Group of Interested Adults to Run the Youth Theatre

NAYD advises that all affiliated youth theatres are run by two or more adults. This means that no one person holds the responsibility for the existence of the youth theatre. The adults' interests or experience do not necessarily have to be based in drama, theatre or working with young people. It is advisable, however, that at least one adult involved has experience in each of these areas. Moreover, a youth theatre can include those that might bring a particular skill to the youth theatre e.g. marketing, welfare, finance. It also means responsibility is shared so that no one person is left to do all the work all of the time. Decisions can be based on agreed principles and those who want to promote their own agenda are discouraged. It also means there may be a panel of others to call on at busy times e.g. productions, fundraisers etc.

Suitable Space and Public Liability Cover

NAYD advises that all affiliated youth theatres work in suitable spaces and have Public Liability Insurance. It is important that youth theatres work in spaces that are safe and suitable to minimise the possibility of accidents/incidents. Spaces should have suitable flooring, be well lit, suitably ventilated and of a comfortable temperature. No furniture, sets or props should be in a position that would threaten the safety of the young person or leaders.

Insurance provides protection against the risks involved in running a youth theatre. All organisations and groups have a duty of care to those they employ and to those who use their services. A youth theatre has a responsibility to its members, paid staff, volunteers and indeed anyone who comes into contact with it including members of the public who attend events. If you are adequately insured, you have the peace of mind of knowing that you can honour this duty and also meet any legal liability, without jeopardising the existence of your group. In some cases, funding, affiliation to an organisation or use of a venue may be dependent on having an adequate level of insurance. (See [Advice Centre](#) for more about Insurance)

Recruitment

NAYD requests that all affiliated youth theatres have a group of committed young people and plans to recruit more. Recruiting enables the youth theatre to publicise itself, bring in new people, ideas, skills and motivation. Importantly, it also helps to maintain healthy membership numbers. (See Advice Centre for more about recruitment)

Annual Programme

NAYD defines a youth theatre as a group that has an annual programme that includes regular drama workshops. This differentiates a youth theatre group from a youth drama programme or project, which runs for a specified time with a specified group.