



Bectu's recent survey of over 1,500 theatre workers across the UK found that 80% had experienced "acts of bullying, violence, intimidation, harassment, or abuse" while at work.

Many reported that this problem has become worse since the Covid-19 pandemic, and that audience behaviour is becoming more extreme and violent.

From West End musicals to opera houses, pantos and ballet performances, theatre workers shared their experiences of regular brawls, vandalism, assault, racial abuse and more.

No one should have to put up with this at work. We are calling on venue management to take a more proactive, thorough and zero-tolerance approach to tackling this sort of behaviour.

Please read and [sign our UK Safer Theatres Charter](#) below to pledge your support for safer theatres for everyone. You can declare your support on social media with [this graphic](#).

[Visit our campaign page](#) and [access our digital and social media pack here](#) to help us spread the word.

UK Safer Theatres Charter

The management of theatrical venues have a duty to provide a safe environment for audiences and workers. We call on them to:

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- **Publish** consistent and prominent announcements, both verbal and written, prior to shows, on tickets and in publicity materials stressing the high standards of behaviour expected from audiences.
 - ☐ Publish the policies and procedures that they have in place to deal with unacceptable conduct.



- **Recognise** that high levels of alcohol consumption can create an unsafe environment for audiences and staff.
 - ☐ Publish risk assessments relating to the sale and consumption of alcohol in the whole venue, and specifically in auditoriums.
 - ☐ Publish door policies along with a risk assessment related to the admission of people who bring alcohol in and/or are deemed under the influence of alcohol or other substances.
- **Enforce** a zero-tolerance policy towards anti-social behaviour, including intoxication, violent, abusive or discriminatory behaviour towards other members of the audience or staff.
 - ☐ This should include any behaviour that distracts, disrupts, and otherwise prevents members of the audience from enjoying the performance (including reference to the use of mobile phones and filming of performances or staff).
- **Commit** to applying all policies, procedures and risk assessments consistently, equip workers with the necessary training, and ensure adequate and safe staffing levels.
- **Ensure** sufficient resources and security staff to apply policies on admission, alcohol sales/consumption, and unacceptable behaviour.
 - ☐ This may include the use of CCTV and staff bodycams to gather evidence that may be passed to the police where appropriate.
 - ☐ These considerations should be detailed in all risk assessments.

Pledge your support

Sign the charter

Visit our campaign page at bectu.org.uk/anything-doesnt-go/



1. Philippa Childs, Head of Bectu
2. Christian Clark, Theatre Lighting Freelancer
3. Paul Nowak, General Secretary, TUC
4. Michelle Stanistreet, General Secretary of the NUJ
5. Naomi Pohl, General Secretary of the MU
6. Paul Fleming, General Secretary of Equity
7. Rachel L, Tutor chaperone
8. Sam Peace, Technical Swing
9. Euan, Tech Swing
10. George, Lx1
11. Karl, Lighting technician
12. J D'Ovidio
13. Joe McDonald, Lighting Manager
14. Heidi Southall, Chaperone
15. Julian Arney, Chaperone
16. Martin Stewart, Lighting & Sound Technician
17. Caroline Cromwell, Actor and Front of House
18. Glenn Jeffery, Front Of House Supervisor
19. Jamie Wordsworth, Front Of House, Acting
20. Gabe, Front of House
21. Joe McDonald, Lighting Manager
22. Heidi Southall, Chaperone
23. Julian Arney, Chaperone
24. Martin Stewart, Lighting & Sound Technician
25. Caroline Cromwell, Actor and Front of House
26. Glenn Jeffery, Front Of House Supervisor
27. Jamie Wordsworth, Front Of House, Acting
28. Gabe, Front of House
29. James Peters, Actor/Bridge Theatre Movement Steward
30. Paul Dean, Security
31. Grace Davis, Stage Management
32. Chloe French, LX3
33. Ruth Ennion, Front of House
34. Katy, Front of house assistant
35. Anja
36. Lou, Actor and FOH
37. Maya Biskupska
38. Jane Carnall



39. Jeni B, Duty Manager
40. Darren Carnall, Artist
41. Phoebe, Front of House
42. Selena Alton
43. James T, Front of house/stage door
44. Sam
45. Niamh Graham, Actor
46. Jakey Newton, Duty Manager
47. Peter Marcus
48. H I Joyce, Front of House
49. Nathan Chatelier, Actor / FOH / DM / BXO
50. John M, Actor
51. Anna Siddall
52. Nick Barr
53. Celeste Carrigan
54. Shavanah Taj
55. Charlie Phillips, Senior Mediahub Technical Operator
56. HeatherCrew
57. Tara Thompson, Multi-Skilled Technician / DSM
58. James Simon, Theater Producer and Patron
59. Cara G.
60. Aaron Carter, Head of Lighting
61. Charly, Bars Assistant
62. Sarah Bowman
63. Melinda W, Director of Professional Services
64. Jack Berry, Head of Lighting
65. Ellie Brereton, LX3
66. Angelo Paragoso, Front of House
67. Sophie Anagnostopoulou, Wardrobe Department
68. Rachel Louise Martin , Stage door assistant
69. Sam Shaber
70. Sarah Bryce, Trust & Foundation Manager
71. Matt H, Front of House
72. Simon Houihhan, Owner/Director of The Comedy Company Ltd
73. Jason Viney, Marketing Consultant
74. Michael Stewart, Front of House
75. Chanel McCartney, Wardrobe
76. Nicole Bowden, Costume Supervisor/Maker
77. Aaron Hakim, Performance Fire Officer



78. Elliott Wallis, Sound Technician
79. Michael Stewart, Front of House
80. Gill, Front of House
81. Mrs I Clarke
82. Rob McDowell, Stage Door Keeper
83. Cris, Front of House
84. Ben Smith, Head of Sound
85. A Ahern
86. Adam Harkin, Building and technical manager
87. Mel Coghlan, Tour Guide
88. Cathy, Front of House
89. Thomas Quine, Production Manager
90. Charlotte Daykin, Front of House Team Leader
91. Anna Winkler, Wardrobe Assistant
92. Curly, Production LX
93. Sean A Front Of House
94. Neil Daykin, Theatre Manager
95. Morgan Yates, LX and theatre tech crew
96. Aaron Hakim, Performance Fire Officer
97. G Gibson
98. James Thomas, LX 1
99. Chanel McCartney, Wardrobe
100. Mike Dennis, Stagehand
101. Charlotte, Front of House / Stage Door
102. Phoebe Ward, Front of house assistant and usher
103. Michelle, LX
104. Emily S, Health & Safety
105. Rebecca Green, Front of House
106. Callum S
107. Simon Bayliss, Technician
108. Sam H, FOH Usher/ Project Co-ordinator
109. Iain, Technical Stage Manager
110. Mrs Ann Marshall, FOH Supervisor
111. Liam Fearon, Fire Officer
112. Simon Goodman, Deputy Chief LX
113. Marine Vaquero, Front of House
114. Ellen, FOH
115. Abbi P, Front of House, guest experience host
116. Alistair Bulloch, Visitor Host/Stage Door Keeper

UK SAFER THEATRES CHARTER



Everyone has the right to
a safe and enjoyable
theatre experience

- 117. Fiona Gullis, Dresser
- 118. Kat Kourbeti, Box Office Assistant, Stage Door Keeper
- 119. Sam Hoppen, PM/LX/TSM PM/LX/TSM
- 120. Konstantinos Kydros, Building Ops Officer
- 121. Peter Albert, Retired
- 122. John Robert Reed, Technician
- 123. Yvonne Kendall, Rosenberg Front of House
- 124. Luke Sanderson
- 125. Finlay, Security
- 126. Michael Paget, technician
- 127. Scott, Foh
- 128. Rose Clayton, MBE F O H
- 129. Lisa Brown, Followspot
- 130. D Thompson, LX Technician
- 131. Emma Davie, Front of house usher
- 132. Katherine Lang, Customer Experience Supervisor
- 133. Cheryl C, Customer Experience Assistant (FOH)
- 134. Jason , Duty Manager
- 135. Denise, Theatre Duty Manager
- 136. Vicente Ben
- 137. Fiona H, Security
- 138. Annie Begg, Front of house
- 139. L. Macnamee, FOH
- 140. Lynn Low, Front of house
- 141. Zoë Finlay
- 142. Janice Todd, Front of House Assistant
- 143. Kyrstie Massie, Front of House
- 144. Steph, Security
- 145. Chelsea Beaton, Front of house
- 146. Robyn, LX LX Technician
- 147. Claire M, Assistant Customer Experience Manager
- 148. Lucy, Customer Experience Assistant
- 149. Claire Welsh, FOH
- 150. Barbara Jones, Front of House
- 151. Laura G, FOH
- 152. Cassie G
- 153. Peter Christian, Head of Stage
- 154. Carol Ross, Front of House
- 155. Rebecca Jarvis

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- 156. Mark Nelson, Maintenance Engineer
- 157. Ryan Eales, Deputy Head of Electrics
- 158. Luke, FOH
- 159. Matthew Peyton, Technician
- 160. Lewis, Actor / FoH Staff Member
- 161. Olivia Haart, Actor / FOH / Dresser
- 162. Hope, FoH & Followspot
- 163. Lin, Head Steward
- 164. S Irvine
- 165. Suzanne Clarke
- 166. Rozalind MacFarlane-Speirs
- 167. Lyn Simpkin
- 168. Lewis Winter, Actor
- 169. Robyn, LX technician
- 170. Dan Wilson
- 171. A. Davy, Actor
- 172. Andy, Senior Technician
- 173. Fraser Emslie, Technical Manager
- 174. Eddie C, FOH/Stage Management
- 175. W. Henshall
- 176. Ed Costello, Deputy Customer Experience Manager
- 177. Adrian Walker, Usher / Stage Door / Fire Marshal
- 178. Florence, Stage Manager
- 179. Sheila Cotton
- 180. Chris Minton, Multi-skilled Technician
- 181. Guy Lee, Lx Designer and venue technician
- 182. Sukie Kirk, Costume Supervisor
- 183. Rachel Davison
- 184. John Murdoch
- 185. Clare Milner, SM/DSM/ASM/PM
- 186. Lauren, Lighting technician
- 187. Ethan Hitchon
- 188. Maureen
- 189. Doug McGill
- 190. Phillip Riste
- 191. Greg M, Front of House Manager
- 192. Lyndon Morgans
- 193. Helen B
- 194. Cariad Williams, Front of House & Events Officer

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195. Craig Faulkner
196. R Jadwa,
197. Maisie, front of house
198. Alex Terry, Customer Experience Supervisor
199. Anise Sloper, FOH
200. Dani, Various
201. Conor Fleming, Theatre Manager
202. Michelle McClure, theatre fan, Founder / CMO
203. Stewart Ainslie Brand Consultant
204. Mark Potter
205. Julie Ralph
206. Olivia Davey
207. Jack Davey
208. Samantha Edwards
209. S Miles
210. Kate Freeth, Scenic Workshops Administrator
211. Tom Hamilton, Stage Door Keeper
212. Nick Elliott, Theatre Technician
213. Wendy Elliott
214. Lucy Cox
215. Esta H
216. Nik Ransom
217. Mark HK
218. Alan Leighton, Retired
219. Bernadette Ward, Venue Technician Unicorn Theatre
220. Louise
221. Isaac R, Casual Technician
222. Janice Harper, Retired
223. Emden Taylor, Front of House (Usher and Bartender)
224. K Jones-Mamba, Office Manager
225. Reese, Sound Trainee
226. Matthew Kalorkoti, Production Technician
227. Andrew, Lighting Technician
228. Jane S
229. Kayleigh Waddingham
230. Charles Loveday
231. Simon M
232. Chris Clark, theatregoer and Labour Councillor at the London Borough of Croydon
Communications Manager

UK SAFER THEATRES CHARTER



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- 233. Emma Lightfoot
- 234. Lola, Actress
- 235. Matt Smee, Project Coordinator
- 236. Marc McKeown
- 237. Antonia Bance
- 238. Rob Yeldham
- 239. Elena, Usher
- 240. Gareth Spencer, PCS Culture Group President, Duty Manager
- 241. Harry Tennison, Director and Producer
- 242. Alun Jones, Theatregoer (ex FOH Supervisor)
- 243. Betty Smith, Stage Manager
- 244. Lorna, Front of House
- 245. Tom, CETM Front of House
- 246. Antoine Lynn, Sound Engineer
- 247. DC, Box office
- 248. Karl Greenwood, Actor
- 249. Susan, Box office/ FOH
- 250. C Dunn, Musician
- 251. Eszter Patakfalvi
- 252. Annette Stocken, Front of House and Audio Describer
- 253. Nana St Bartholomew-Brown Morgan, Actress
- 254. Tamsin Youngson, Stage Manager
- 255. J. Johnson
- 256. Fiona Greaves
- 257. Jon Waterworth, Head of Music
- 258. Katherine Bradley, FOH
- 259. George Staines, FOH
- 260. Peter Chapman, Technical manager
- 261. Andy Longhair, Technical electrics
- 262. Dr Annette Rimmer, radio producer
- 263. Helen Wood
- 264. William Carlisle
- 265. Gary Ingoldby-Spate, FOH Manager / Bar Manager
- 266. John Hellier, Youth & Community Worker
- 267. Ross Henderson-McKillop
- 268. James Couper, Chargehand Electrician
- 269. Cole B, Box Office
- 270. Becki R, Actor, Back Stage, Front of House
- 271. Simone, Casting Director

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- 272. Jonathan de Camin
- 273. Josh, Teaching
- 274. Alan Betton, Theatre technician
- 275. John Crumpton, Sound Designer
- 276. Lili-Mae Billam, Operations Manager
- 277. T Gray, Box Officer Supervisor
- 278. Stuart Middleton, Deputy Chief Lx
- 279. Rachel George, Scenic artist/propmaker
- 280. Tim Lince, CEO/Artistic Director
- 281. Malcolm Dorr
- 282. Janet Morgan, Volunteer Coordinator
- 283. Keith Robinson, Accountant/Finance Manager
- 284. Emma Hill, Bar Manager
- 285. Karl, Production Rigger
- 286. Jamie McQueen, Head of Stage
- 287. Briony Chandler
- 288. Michael Salmond, Edit assistant
- 289. Helen Ryan
- 290. Bernard Davis, FoH
- 291. Veronika W
- 292. Colin Alexander, Theatre Administrator
- 293. Anthony Price, Head of Marketing
- 294. David Rowe, Trustee
- 295. Natasha Hewitt, Customer Experience Supervisor
- 296. Steven Lancaster, FOH Supervisor
- 297. Jonathan Vickers, Technical Manager
- 298. Andrew Younger
- 299. Lora Benson
- 300. Annika Weis, Front of House/Cover Supervisor

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If you would like to receive updates on the charter please provide your email address on the form.