

**Terms and Conditions for Potential Employers using the Youth Theatre Ireland Facilitators Directory. Version 1, Oct 17<sup>th</sup> 2023:**

**Eligibility:** Potential employers, which may include youth theatre groups, schools, and organisations working with young people, are eligible to use the Facilitator's Directory free of charge.

**Freelance Operatives:** All facilitators on this Directory are freelance operatives. Unless specifically stated, they are not employees of Youth Theatre Ireland. Youth Theatre Ireland bears no responsibility for employment or mediating any disputes that may arise from using this service.

**Compliance with Children First Legislation:** To ensure the safety and welfare of children and young people participating in youth drama activities, all potential employers must comply with the [Children First Legislation](#) in the Republic of Ireland.

*Any employment taking place in the jurisdiction of Northern Ireland, must adhere to [Child Protection and Welfare legislation](#) in that jurisdiction.*

**Screening Procedures:** Employers must implement appropriate screening procedures, such as [Garda Vetting](#) and reference checks, for all facilitators they intend to hire in a timely manner. This should be done before offering any contract and before working directly with young people in any capacity. This is in line with Children First Legislation's emphasis on Child Protection.

**Verification of Facilitators:** Employers are responsible for verifying the credentials, qualifications, and background of facilitators they consider hiring. Employers must ensure that facilitators meet the necessary standards and have appropriate qualifications or experience to work with children and young people.

**Equitable Treatment:** Employers commit to treating all facilitators equitably, irrespective of factors such as gender, age, race, or background, in line with principles of fairness and non-discrimination.

**Fair Compensation:** The use of this Facilitators Directory is for paid employment opportunities only. Employers using the Youth Theatre Ireland Facilitators Directory commit to providing fair compensation to facilitators for their services. Ideally, compensation should be in accordance with [Youth Theatre Ireland's Artist Pay Policy](#), which promotes equitable pay for artists and facilitators.

**Discussion of Compensation:** Employers and facilitators are encouraged to engage in open and respectful discussions regarding compensation. This includes negotiating fees, benefits, and any other relevant financial arrangements. Any financial arrangement entered by either party is strictly between those parties. Youth Theatre Ireland is not part of this arrangement in any capacity and will not act as an agent for any party.

**Transparency in Payment:** Employers agree to maintain transparency in the payment process. This includes clearly outlining the agreed-upon compensation, payment schedules,

and any additional benefits or expenses related to the facilitator's role. Employers should issue a written contract to all facilitators.

**Record Keeping:** Employers should maintain accurate records of all financial transactions related to facilitator compensation, ensuring transparency and accountability.

**Review and Adjustment:** Employers should periodically review their compensation practices to ensure that they remain in compliance with Youth Theatre Ireland's Artist Pay Policy and any changes in relevant legislation. Adjustments to compensation should be made as needed to reflect fair pay standards.

**Insurance:** All employers must have [appropriated Insurance in place](#).

**Safe Environments:** Employers are required to provide safe and conducive environments for youth drama activities, adhering to all safety and child protection guidelines outlined in the Children First Legislation.

**Training and Awareness:** Employers must ensure that their staff and facilitators are trained and aware of their obligations under the Children First Legislation, including recognizing signs of abuse and reporting procedures.

**Reporting Procedures:** Employers must have clear and effective procedures for reporting any concerns or suspected cases of child abuse or neglect in accordance with the Children First Legislation.

**Oversight and Supervision:** Employers are responsible for the oversight and supervision of youth drama activities to maintain a safe and supportive environment for all participants including having correct ratios and support measures in place.

**Documentation:** Employers should maintain accurate records of facilitators' qualifications, training, and compliance with child protection standards.

**Code of Conduct:** Employers should establish a code of conduct for all personnel involved in youth drama activities, outlining expected behaviour and interactions with children and young people.

**Compliance with Facilitators Directory Terms:** Employers must comply with the terms and conditions of using the Facilitators Directory, respecting the privacy and rights of facilitators.

**Termination of Employment:** Employers reserve the right to terminate the employment of any facilitator who does not meet the required standards or violates Child Protection policies.

**Cooperation:** Employers should cooperate fully with any investigations or inquiries related to Child Protection matters as required by law.

By using this service, you agree to these terms and conditions in full and without interpretation.

If you have any questions please contact Alan King, Deputy Director, Youth Theatre Ireland at [alan@youththeatre.ie](mailto:alan@youththeatre.ie)

## **Terms and Conditions for Inclusion on the Youth Theatre Ireland Facilitators Directory. Version 1, Oct 17<sup>th</sup> 2023:**

**Eligibility:** Facilitators with expertise and experience in youth drama and youth theatre are eligible to apply for inclusion on the Facilitator's Directory.

**Membership of Youth Theatre Ireland:** To be considered for inclusion on the Facilitator's Directory you must be a member of Youth Theatre Ireland in good standing. Membership Fees must be paid and up to date. This extends to Individual, Organisational and Affiliated Youth Theatre Membership.

**Inclusion:** An Affiliated Youth Theatre can nominate up to three facilitators, Organisations up to two facilitators. Individual membership is for the one named person only. Should an Affiliated Youth Theatre or Organisation wish to nominate another person, they may sign up for Individual membership and pay the membership fee. Inclusion is not automatic and must be approved by Youth Theatre Ireland. Facilitators are included on a biannual basis.

**Membership Fees:** €70 for an Affiliated Youth Theatre, €50 for Organisational Membership, €30 for Individual and €10 for Student / Unwaged Membership. These fees cover a range of benefits, services and opportunities as [outlined here](#).

**Voluntary Participation:** Participation In the Facilitator's Directory is entirely voluntary, and facilitators can opt in or out at any time. This does not affect your membership of Youth Theatre Ireland. Facilitators are freelance operators and are in no way employees of Youth Theatre Ireland.

**Statutory Obligations:** Facilitators agree to adhere to their statutory obligations regarding [Children First Legislation](#). They agree to be subject to Garda Vetting by potential employers and be up to date with all training requirements of the Legislation. All facilitators are solely responsible for their statutory obligations regarding Income Tax and VAT.

**Data Accuracy:** Facilitators are responsible for providing accurate and up-to-date information for their profiles, including skills, experience, and availability.

**Privacy and Data Security:** Personal information provided by facilitators will be handled in accordance with privacy laws and regulations. [Data security measures are](#) in place to protect user information.

**Ownership of Content:** Any content, such as profiles or feedback submitted to the platform may be used by Youth Theatre Ireland for promotional purposes. Facilitators retain ownership of their original content.

**Community Guidelines:** Facilitators must adhere to community guidelines, promoting positive and respectful interactions through the platform. Facilitators will always act in a principle of good faith.

**Termination of Inclusion:** Youth Theatre Ireland reserves the right to remove a facilitator's profile from the Facilitators Directory at any time, if they violate terms and conditions, engage in inappropriate conduct, harm the reputation of Youth Theatre Ireland or if their information becomes outdated or inaccurate.

**Insurance:** All facilitators should have their own [appropriated Insurance in place](#).

**Platform Evolution:** The database may evolve over time, and facilitators will be notified of any updates or changes to the terms and conditions.

Please note that the actual terms and conditions may vary, and it is important for facilitators to review and agree to the specific terms provided by Youth Theatre Ireland when applying for inclusion on the Facilitator's Directory.

By using this service, you agree to these terms and conditions in full and without interpretation.

If you have any questions please contact Alan King, Deputy Director, Youth Theatre Ireland at [alan@youththeatre.ie](mailto:alan@youththeatre.ie)