



Blanche Improv is a kindness first business.

Blanche encourages people to make the most compassionate choices they can and behave with the greatest level of respect towards themselves and one another.

So she asks everyone who works with her to follow one simple rule:

Be kind.

As members of a Blanche Improv team, players agree to abide by the following terms and conditions as well as the Blanche Code of Conduct which is incorporated into this **Player Agreement**:

♥ New payers are required to commit to 8 consecutive regular rehearsals and pay the whole amount of either £215 or the concession rate of £165 prior to the first of those 8 rehearsals, unless otherwise and previously agreed with Blanche. This serves as a probation period. At the end of the probation period, Blanche assesses a player's suitability to join the team on an ongoing basis. Blanche considers attendance, skills, willingness to learn, alignment with Blanche's values and the dynamic of the team. Blanche will discuss this privately with the player and work with them on an individual basis to decide the best way forward for the player, the team and Blanche. Blanche has the ultimate say on whether a player is offered a permanent position on a team.

♥ Once confirmed as a permanent member of the team, players provide Blanche with their availability prior to the beginning of the subsequent month of regular rehearsals and are only required to pay for rehearsals for which they are available at a per-rehearsal rates of:

Pay Ahead Rate: £25 per session

Pay Ahead Concession Rate: £19.50 per session

To be eligible for 'Pay Ahead' rates, payments are due on or before the first rehearsal of the month. When payments are received after the beginning of the month or if players opt to pay on the day of each rehearsal, players pay at 'Pay on the Day' rates of:

Pay on the Day: £30 per session

Pay on the Day Concession Rate: £22 per session

♥ Concession rate applies to people on benefits, low income and actors equity members. Blanche isn't able to offer further discounts on the concession rate.

♥ Blanche does not provide refunds or 'carry overs' for payments made, this includes a change in a player's availability after the beginning of the month.

♥ In order for a scheduled rehearsal to go ahead, a minimum of 4 players must be committed to the session. When there are fewer than 4 players, Blanche will cancel the rehearsal with as much notice as possible and either reimburse or carry over any money paid for the session to any player who paid for the rehearsal and planned to attend.

♥ Players are required to attend 50% of rehearsals over any 12 week period in order to guarantee their place in the team.

♥ Players are required to attend 1 of the 2 rehearsals directly prior to a team performance to guarantee eligibility to perform. Players acknowledge that time on stage at any performance varies based on a number of different factors and that each player performs at the coach, director and/or Blanche's discretion. Also, guarantees only apply to team performances that Blanche arranges - there are some by-invitation performances at other venues where it may be impossible to bring the whole team along.

♥ Blanche is on a mission to provide as many people with stage time as possible (particularly those who belong to groups who have historically been poorly represented on the improv stage), therefore Blanche allows players to be a member of a maximum of two Blanche teams at the same time.

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♥ Blanche Improv manages the team in a manner consistent with industry custom and practice, including all appearances and performances by the team. If a player is keen to assist in the booking process, Blanche welcomes their help and asks that individual to provide all ideas and leads directly to her. If a player seeks additional performance opportunities for their team without Blanche's written permission, they may be asked to leave the team with immediate effect.

♥ Regular shows at Blanche Improv: All of Blanche's teams are scheduled to perform on a regular basis at Blanche Improv. Players are not expected to perform at every show. Players receive a £5 discount on subsequent coaching for each performance they appear in as part of a Blanche team at a Blanche Improv event where tickets are sold, regardless of revenue raised at the show. This discount does not apply to shows with free tickets or appearances at other venues. The discount increases in accordance with ticket sales and performances until the cost of running the event as well as coaching and rehearsal room hire for all players on the team is covered. Blanche shares any profit from ticket sales in an 80/20 split. With 80% of tickets sales shared equally between the performers in each show and 20% paid to Blanche.

♥ Performances at venues other than Blanche Improv: Not all performances will be paid performances, and you acknowledge that the opportunity to perform before an audience is sufficient consideration for your performance with the team. That being said, any money paid for appearances or performances by a Blanche Improv team at a venue other than Blanche Improv will be shared equally between the players who perform at that specific appearance/performance and the regular coach/director of the team/show (whether they are in attendance or not) and with Blanche. Blanche will receive an equal share of the show's consideration or 15%, whichever is the smaller amount. All payments to the players and coach will be administered by Blanche Improv. Team members (including the coach) will be paid within 7 days of the performance/appearance if they have given Blanche their payment details, regardless of when Blanche receives payment. Team members (including the coach) will be given access to proof of payment and any contracts (formal or informal) agreed to by Blanche on the team's behalf. The team (including the coach) will be provided with documentation reasonably required for tax and financial reporting purposes.

♥ Team members (including the coach) are engaged on a self employed basis and therefore, responsible for their own tax and financial reporting.

♥ Blanche will try, but cannot guarantee, that a performer will be entitled to free tickets or spots on the guest list at any performance. Blanche may use and reproduce your name, approved likeness and approved biographical material in connection with promoting your performance or Blanche Events in general.

♥ You agree that you will not do anything, while on the premises where any performance is to take place, that is illegal or otherwise likely to cause complaint from the premises owner, operator or guests, including for example taking illegal drugs or deliberately injuring or threatening any person. Any damage caused by you to a venue or another person during any Blanche Event will be your responsibility, including the payment of legal expenses and the like.

♥ A whole team may leave Blanche Improv and continue playing together as in independent team. Unless otherwise agreed, Blanche will retain the team name and the combination of the format and the team name, will retain any pre-paid rehearsal fees and may re-cast the format/team name combination with new players without further obligation to the departing team.

♥ Blanche recognises that existing formats are sometimes used both in their entirety and as the basis for new Blanche Improv shows. Whenever possible, Blanche credits players for their work. Blanche's approval is required for a team member to use a format developed at Blanche Improv in teams or shows not associated with Blanche Improv.

♥ Blanche does not pass on personal information, data or contact details without the permission of the player. Blanche will keep data secure in accordance with the [Blanche Improv Privacy Policy](#).

♥ Blanche understands there are exceptional circumstances like family emergencies, illness, injury and work commitments, and while she will try to give you a credit for missed rehearsals she can't always do that, particularly for no-shows or late notice and those rehearsal fees will be forfeit.

♥ As you know, performance can sometimes include physical activities and participation in any Blanche Activity is at your own risk.

♥ If someone at a rehearsal is 'meh', please be extra kind and understanding towards them.

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♥ Blanche works hard to hire the best coaches in the world, she trusts them to provide appropriate, quality feedback to players. Players are advised to refrain from providing improv notes to other players within the Blanche Improv community. Blanche will remind players who note other players that this is unacceptable at Blanche Improv only once. A player who notes other players more than once may lose their place on any Blanche team they are part of immediately and will forfeit any Team Contributions paid to Blanche Improv.

♥ All of Blanche's coaches agree to a code of conduct, players are encouraged to read this code of conduct. If a player is aware that a coach is breaking the coach's code of conduct they are encouraged to inform a senior member of Blanche Improv staff or feedback through the anonymous feedback link. Blanche Improv will investigate all reports of misconduct and take appropriate action in its sole discretion. You acknowledge that because of privacy reasons Blanche may not be able to tell you the outcome of its investigation.

♥ Please treat your coach with dignity and respect. They are people too! Blanche will investigate all reports of player misconduct and any player who is found to breach Blanche's Code of Conduct or otherwise treat a coach improperly may be asked to leave the Blanche Improv community and will forfeit any Team Contributions made to Blanche Improv.

♥ Please use the Team Group Chat sparingly- let Blanche know your individual stuff separately, send docs directly to Blanche, use her magical rehearsal booking links, check the Player Login page on the website and then use the Group Chat.

♥ When there are time sensitive messages, please respond appropriately (quickly). No one expects you to participate in banter but there will be times when your response impacts other people. Like, if a show is happening and you are nowhere to be found!

♥ Blanche and her coaches give regular, designated time to articulate and then restate or redefine your physical and emotional boundaries. Please use this opportunity to be clear about your own needs and listen to the needs and boundaries of others. It is expected that you will honour the boundaries and requests of your team mates. Remember that consent is an enthusiastic 'Yes please!' not a reluctant 'Okay, fine...' and can be modified or withdrawn at any time.

♥ Players on Blanche teams are eligible for two free standby tickets to all in house Blanche Improv shows and jams for the use of the player and one guest, or two guests if they are performing in the show. They are also eligible for a standby place in any Blanche course or class. Players who would like to guarantee their attendance or participation are required to purchase tickets or pay for a spot. Normal booking terms and conditions apply and cannot be refunded if the event is not sold out. Blanche cannot comp any events which incur costs such as accommodation or travel fees. Blanche may not be able to comp events which are not produced solely by Blanche Improv including co-productions, shows performed by guest artists and workshops provided by guest coaches.

♥ Blanche respects you as an artist, opening your loving heart and vulnerably sharing your creativity. She knows you are full of positive intention. We are adult humans so we all have our sensitivities and people might bump into one another's 'stuff' during improv play. Let's take care of each other and aim to make kindness our first response.

Blanche is committed to fostering a wholesome, fun, fair and kind community. If there is ever something you believe she could be doing better, please email her at blanche@blancheimprov.com or submit feedback anonymously [here](#).

Participation in any Blanche Event represents your agreement to be bound by these terms and conditions, and breach of them may lead to your exclusion from future Blanche Events without refund of fees paid. Blanche may change these terms and conditions and those changes will apply 10 days after they go into effect unless you are given notice of that change sooner. This is not a contract to provide goods or services and isn't governed by the Consumer Rights Act 2015.

To be crystal clear "Blanche" means Blanche Improv and references to "She" refer to anyone employed by or otherwise acting as an agent for Blanche Improv.

Updated: 15th March 2024 LK