

RISK INVENTORY & EVALUATION THE ZUIDERLINGEN THEATRE SCHOOL

Board and Inspection Version

Season 2026-2027

Adopted by the Board of De Zuiderlingen on 5 October 2026.

Management Summary

The Zuiderlingen Theatre School is a cultural education organisation with approximately 355 students and approximately 18 freelance teachers. The main risks relate to social safety, working with minors, supervision, emergencies, and incident handling. Through existing measures such as a code of conduct, mandatory Certificates of Conduct (VOG), a recruitment policy, and a confidential adviser, the main risks are largely under control.

1. Organisation

The foundation provides acting and musical theatre lessons, rehearsals, presentations, and performances. The board consists of Jean Dols, Dieke Ruwhof, and Jan Waal. Judith Pol is Artistic Director. Fenna Ograjensek is Business Director. Karin van Leeuwen is Confidential Adviser.

2. Purpose of the RI&E

This RI&E provides insight into the safety, health, and welfare risks within the organisation and describes measures to control these risks.

3. Activities and Locations

Lessons take place at Kumulus Maastricht, Het Radium, and De Rink. Professional theatre venues are used for performances. Technical installations are operated by the venue's technical staff.

4. Safety Policy

The foundation has internal regulations, general terms and conditions, a code of conduct, a teacher recruitment policy, a mandatory Certificate of Conduct (VOG), and a confidential adviser protocol. These measures are intended to create a safe learning environment.

5. Social Safety

Social safety is the most important point of attention within the organisation. Bullying, discrimination, intimidation, aggression, and boundary-crossing behaviour are not accepted. Reports can be made to a teacher, management, the board, or the confidential adviser.

6. Working with Minors

The foundation works with participants from four years of age. Specific supervision arrangements apply to young children. Teachers have a role-model function and act in accordance with the code of conduct. (See Appendix A.)

7. Physical Safety

The activities involve limited physical risks. The main points of attention are tripping hazards, scenery items, unobstructed escape routes, and a safe performance floor.

8. Emergencies and Emergency Response (BHV)

The locations have emergency response organisations and evacuation plans. Teachers must be familiar with escape routes, emergency exits, and assembly points.

9. Privacy and Visual Material

Personal data are treated confidentially. Regarding photo and video material, participants may object if they do not wish to appear recognisably in images.

10. Incident Registration

Incidents, complaints, and near-incidents are recorded. The register is managed by the Business Director and used for the evaluation and improvement of policy. (See Appendix B.)

11. Complaints Procedure

Complaints should preferably first be discussed with the teacher concerned. If necessary, this is followed by discussion with management, the board, or the confidential adviser.

12. Annual Evaluation

The RI&E is evaluated annually by the board, Artistic Director, Business Director, and confidential adviser.

13. Risk Matrix

Risk	Likelihood	Impact	Control Measures	Residual Risk
Boundary-crossing behaviour	Low	High	Code of conduct, VOG, confidential adviser	Low
Bullying or exclusion	Medium	Medium	Teacher supervision, safe school policy	Low

Insufficient supervision of young children	Medium	High	Supervision protocol	Low
Emergency or fire	Low	High	Emergency response and evacuation plan	Low
Tripping over scenery/cables	Medium	Medium	Performance floor inspection	Low

14. Action Plan 2026-2027

Action	Priority	Responsible	Timeframe
Implement and use incident register	High	Business Director	2026-2027
Formalise supervision protocol	High	Artistic Director	2026-2027
Annual safety evaluation	High	Board	Annually
Safety instruction for new teachers	Medium	Business Director	Ongoing
Update policy if necessary	Medium	Board	Annually

Appendix A - Supervision Protocol for Minors

Ages 4 to 8: handover to parent/guardian.

Ages 9 to 12: collection from the foyer or reception desk unless parents indicate otherwise.

Ages 13 and over: independent departure permitted unless otherwise agreed.

Appendix B - Incident Form

Record: date, location, persons involved, description, measure taken, follow-up action, and responsible person.

Adoption

This RI&E was adopted by the Board on 5 October 2026.