

People's Theatre Arts Group

Equal Opportunities, Diversity and Inclusion Policy

STATEMENT OF POLICY

As a genuine community theatre, our aim is to give people from all walks of life the experience of participating in, making and enjoying high quality theatre. Inclusion, equality of opportunity and diversity are the fabric of what we do, and we aim to ensure that no volunteer or participant receives less favourable treatment on the grounds of: age; disability; gender reassignment; marriage/civil partnership; pregnancy/Maternity; race; religion or belief; sex; or sexual orientation. We are committed to taking positive steps to reflect more accurately the diversity of our community and we do not tolerate any form of harassment or bullying.

The Equal Opportunities Policy affects all areas of the Group's activities including its service provision to audiences, membership and volunteer roles, users of the building and all involved in its artistic provision. The People's Theatre Arts Group is an anti-racist organisation.

This organisation is committed to a programme of action to make this policy effective and will bring it to the attention of all those involved with the group.

OBJECTIVES

1. To offer all members, customers and employees equal opportunities according to their individual needs and to ensure that no individual is discriminated against on grounds of any of the named protected characteristics as specified in the Equality Act 2010 (age; disability; gender reassignment; marriage/civil partnership; pregnancy/Maternity; race; religion or belief; sex; sexual orientation);
2. To ensure that all employees are treated fairly and equally in areas of recruitment, training, development, attendance and appraisal;
3. To consider positive action in recruitment if appropriate;
4. To produce a wide repertoire of plays which reach the broadest possible audience and reflect our local community;
5. To regularly monitor our progress in this area;
6. To take positive action to recruit more people with protected characteristics onto our Committees;

IMPLEMENTATION

It is the responsibility of our paid staff and all of our members to act in a welcoming and inclusive way, with respect to everyone who would like to be involved in our activities. Bullying or harassment of any kind will not be tolerated and staff and all members are obliged to act in accordance with this policy at all times.

1. Communication: Copies of this policy shall be given to all staff of the People's Theatre Arts Group, whether permanent or part-time and to the Committee of Management. The policy will be disseminated to new and existing members of the organisation by as wide a range of means as possible;
2. It will be the responsibility of every employee and member of the People's Theatre Arts Group to abide by this policy;
3. This policy is deemed to be part of all contracts of employment;
4. This policy will be displayed in a prominent position within the building so that any user of the building who has a grievance may report it to a responsible member of the organisation.

COMPLAINTS

If a member feels as though they have been subject to treatment which contravenes this policy or has been subjected to or witnessed bullying, harassment or discrimination of any kind, they should report this to any member of our Management Committee, who will act in accordance with People's Theatre Arts Group's complaints policy and treat your complaint as confidential.

MONITORING

It is the responsibility of our Management Committee to regularly review procedures to ensure that this policy falls in line with up-to-date legislation, and that individuals are treated equally, and on the basis of their relevant merits and abilities. We promise to make all reasonable adjustments to enable equality of opportunity in our activities.

1. The People's Theatre Arts Group is committed to a process of consultation, positive action and monitoring to make this policy properly effective;
2. It is the responsibility of the Management Committee to ensure that this policy is circulated, monitored and evaluated on a regular basis in relation to all employees, members and other users of the building;
3. It is the responsibility of all employees and members to ensure the policy is adhered to on a day to day basis.