

# Equal Opportunities Policy

## General Statement

Stage One Youth Theatre is committed to combating discrimination through the promotion of equal opportunities in respect of:

- Provision of services
- Working practices of the organization
- Employment and training

Stage One Youth Theatre will try to ensure that in respect of the above, no young person shall receive less favourable treatment than others because of her or his:

- Gender, including gender reassignment
- Religious belief or political opinion
- Race (including colour or ethnic origins)
- Nationality
- Disability
- Sexual orientation
- Educational background

Stage One Youth Theatre will try to ensure that in respect of the above, no contracted person, volunteer or other person involved in activities with Stage One shall receive less favourable treatment than others because of her or his:

- Gender, including gender reassignment
- Marital or civil partnership status
- Having or not having dependants
- Religious belief or political opinion

- Race (including colour or ethnic origins)
- Nationality
- Disability
- Sexual orientation
- Age
- Trade Union activity
- Educational background

## Practices and Commitments

In order to ensure that Stage One services are accessible to all, we will follow these principles:

- Promoting a good and harmonious environment in which all persons are treated with respect
- Preventing occurrences of unlawful direct and indirect discrimination, harassment and victimisation
- Fulfilling our legal obligations under the equality legislation and associated codes of practice
- Complying with our equal opportunities policy and associated policies
- Publicity materials, publications, advertisements, events, workshops and performances shall avoid language which presents a stereotyped, offensive or detrimental view of any group or individual's background on any of the above grounds. However, performances and workshops will necessarily need to present such language and views when tackling hard hitting issues. It should be made clear by Leaders during workshops and performances the difference.
- Stage One Youth Theatre will make its services available to disabled people, including wheelchair users – by using premises that are wheelchair accessible for its activities whenever possible. We will discuss with parents, carers and young people how it can try to accommodate specific needs.
- Stage One youth Theatre will not allow its publicity, events, premises or facilities to be used for the expressions of views in conflict with this policy.
- Breaches of equal opportunities policy will be viewed as misconduct which could lead to disciplinary proceedings including removal from the company.
- Stage One Youth Theatre values diversity and recognises the wealth of benefits diversity can bring to the company.

## Implementation

The committee has collective overall responsibility for the effective implementation of this policy. All contracted employees and volunteers have individual responsibility for implementation of this policy.

In order to implement this policy we shall:

- Ensure the policy is communicated to all employees, committee members, volunteers, and relevant others
- Provide/source training and guidance as appropriate for members
- Incorporate equal opportunities notices into appropriate communication practices
- Obtain commitments from other persons or organisations such as subcontractors or agencies that they too will comply with the policy in their dealings with our company
- Ensure that adequate resources are made available to meet the policy's objectives

## Complaints

Any party who believes that they have suffered any form of discrimination, harassment or victimisation are entitled to raise the matter through the Stage One Youth Theatre committee. All complaints will be dealt with seriously, promptly and confidentially.

## Monitoring and Review

Regular monitoring of Stage One Youth Theatre services and participants takes place to ensure that the equal opportunities policy is implemented and effective.

- All employees, committee members, volunteers and relevant others (i.e. parents) will be directed to Stage One Youth Theatre website where details of policies can be seen.
- Our Safeguarding Policy and Health and Safety Policy will also support and include Equal Opportunities principles and practices which all volunteers sign an agreement.
- A Code of Conduct and Back Stage Etiquette for all new members further reinforces the Equal Opportunities message and this is re-issued on an annual basis and available on the website

This policy will be regularly monitored by the Committee and will be subject to annual reviews.

Date last reviewed: March 2018