



# Equal Opportunities Policy

## Stage Theatre Society

**Reviewed yearly - Last reviewed - October 2025**

### **Introduction**

Here at STS, we strive to ensure the highest standards when it comes to the promotion of equal opportunity for all.

### **Aims and objectives of the society**

Aims and objectives of the society shape the way we operate and are very important to us and are as follows.

- To improve quality of life for all members of the society.
- To increase performing and technical abilities of its members.
- FOR EVERYONE TO HAVE FUN
- To encourage discipline and learning in the activities we carry out.
- To have a balance of social and learning activities in the society.
- For all of our members to succeed in what they do with us at all times.
- To always encourage the best in our members.
- To progress with the show according to the rehearsal programme.
- To teach and offer new talents to our members.
- To make people want to be part of our society.
- To enable our members to bond socially with others.
- To always encourage commitment to the show from all members of the society.
- To distribute all show betterments to charitable organisations, or to be used to subsidise the next production if needed.
- To always keep within the proposed budgets for our shows.
- To increase community involvement and spirit within the society.
- To be able to fill our auditoriums with lively audiences.
- To have the audience always wanting more.
- To demonstrate to our audiences a different culture.

**WE ACCEPT** that in society certain groups or individuals are denied equality on the grounds of race, gender, marital status, caring responsibilities, disability, gender reassignment, age, social class, sexual orientation and religion/belief or any other factor irrelevant to the purpose in view.

**WE RECOGNISE** that we have moral and social responsibilities and that we should support and contribute to the wider process of change through all aspects of our work and practices to eliminate discrimination and promote equality and diversity.

**WE ARE COMMITTED** to taking positive steps to ensure that.

- All people are treated with dignity and respect, valuing the diversity of all.
- Equality of opportunity and diversity is promoted.
- Services are accessible, appropriate, and delivered fairly to all.
- Traditionally disadvantaged sections of the community are encouraged to participate in policy decisions about, and the management of the services provided.

Stage Theatre Society will treat all people with dignity and respect, valuing the diversity of all. It will promote equality of opportunity and diversity. It will eliminate all forms of discrimination on grounds of race, gender, marital status, caring responsibilities, disability, gender reassignment, age, social class, sexual orientation, religion/ belief, irrelevant offending background, or any other factor irrelevant to the purpose in view.

This applies to all volunteers, cast members, users and the general public.

Stage Theatre Society aims to:

- Provide services that are accessible according to need.
- Promote equality of opportunity and diversity in volunteering, employment and development.
- Create effective partnerships with all parts of our community.

Stage Theatre Society will do this by:

- Sustaining, regularly evaluating and continually improving its services to ensure equality and diversity principles and best practice are embedded in our performance to meet the needs of individuals and groups.
- Working together with the community to provide accessible and relevant service provision that responds to service users' needs.
- Ensuring staff, volunteers and trustees are representative of the community served and the employment policies are fair and robust.
- Responding to volunteer's & employees' needs and encouraging their development to increase their contribution to effective service delivery.
- Recognising and valuing the differences and individual contribution that all people make to the organisation.
- Challenging discrimination.
- Providing fair resource allocation.
- Being accountable.