

# Stage Theatre Society Equal Opportunities Policy.

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

**RECOGNISES** that it has moral and social responsibilities and that it should support and contribute to the wider process of change through all aspects of its work and practices in order to eliminate discrimination and promote equality and diversity.

**IS 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.

**This policy applies to all staff, volunteers, management committee members, users and the general public;**

## **1 COMMITMENT**

Equality and diversity are central to the work of Stage theatre Society

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 re-assignment, age, social class, sexual orientation, religion/ belief, irrelevant offending background or any other factor irrelevant to the purpose in view.

It will tackle social exclusion, inequality, discrimination and disadvantage  
For this policy to be successful, it is essential that everyone is committed to and involved in its delivery. Stage Theatre Societies goal is to work towards a just society free from discrimination, harassment and prejudice. Stage Theatre Society aims to embed this in all its policies, procedures, day-to-day practices and external relationships.

## **2 AIMS**

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.

## **3 OBJECTIVES**

Stage Theatre Societies objective is to realise its standards 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.

#### **4 WHY HAVE THIS POLICY?**

Stage Theatre Society recognises, respects and values diversity in its volunteers and service users.

The Organisation has this policy because it is a people-led organisation that must always ensure it meets the needs of the community through fair and appropriate recruitment and development of the people who work with and volunteer for Stage theatre Society.

#### **5 PROCEDURES**

##### **Responsibility for Implementation**

This policy covers the behaviour of all people volunteering in Stage Theatre Society or using the services and sets out the way they can expect to be treated in turn by the organisation. The overall responsibility for ensuring adherence to and implementation of this policy lies with the staff and the management committee.

##### **Method of Implementation**

Stage Theatre Society intends to implement this policy by:

Ensuring that Management committee, volunteers and users are made aware, understand, agree with, and are willing to implement, this policy. All volunteers will be given a copy of this policy as part of their induction.

Actively encouraging management committee and volunteers to participate in anti-discriminatory training, and making time and resources available for such training.

Monitoring the services, publicity and events provided by the organisation, to ensure that they are accessible to all sections of the population and do not discriminate, and taking active steps to ensure that participation is representative.

## **Monitoring and Reviewing**

Stage Theatre Society has declared its commitment to establishing, developing, implementing and reviewing a policy of equality of opportunity. Effective record keeping and monitoring, and acting on information gathered, are essential in order to measure effectiveness and plan progress. The management committee will review the policy annually.