

# Equality & Diversity Policy

## Policy Statement

**Theatre &** is committed to promoting equal opportunities and valuing the benefits of diversity and social inclusion in everything it does.

Our challenge is to promote an environment within which we can utilise the widest range of knowledge, skills and experience as well as ensuring compliance with the relevant legislation and codes of practice.

We believe that a diverse workforce adds value to any organisation and for our organisation, we genuinely believe that this makes it a place where people want to work and serve clients better.

Whilst being aware that our Equality & Diversity policy is underpinned by legislative requirements, **Theatre &** is committed to promoting the benefits of diversity within all we do as we firmly believe in the business case for this.

Within **Theatre &**, all members of the team are encouraged to achieve their potential in relation to their own development and in contribution to the Company's success.

Every possible step will be taken to ensure that individuals are treated equally and fairly and that decisions relating to recruitment, selection, training, personal development and promotion are based solely on objective and job related criteria.

## **Theatre & will:**

- Ensure that all employees and sub-contractors are fully aware of the Company's E&D statement.
- Seek to give all members of the team equal opportunity to and encouragement to progress within the Company.
- From time to time, review its job selection criteria and recruitment procedures in order to maintain a process where people are selected, promoted and treated solely on the basis of their merits and abilities.
- Recognise its legal obligations in relation to:
  - \* Sex Discrimination Act 1975
  - \* Race Relations Act 1976
  - \* Race Relations (Amendment) Act 2000
  - \* Disability Discrimination Act 1995
  - \* Disability Discrimination Act 2005

- \* Special Educational Needs and Disability Act 2001
- \* Equal Pay Act 1970
- \* Protection from Harassment Act 1997
- \* Employment Rights Act 1996
- \* Employment Relations Act 1999
- \* Equality Act 2006
- \* Employment Equality (Religion or Belief) Regulations 2003 (SI 2003/1660)
- \* Employment Equality (Sexual Orientation) Regulations 2003 (SI 2003/1661)
- \* Employment Equality (Age) Regulations 2006 (SI 2006/1031)
- \* Part-time Workers (Prevention of Less Favourable Treatment) Regulations 2000 (SI 2000/1551)

- Ensure that no job applicant or employee should receive less favourable treatment than any other by a requirement or condition which has a disproportionately adverse affect on him or her by virtue of race, sex, religion, sexual orientation, age or disability.
- Provide a process for any employee who believes that unequal treatment has been applied to him or her within the scope of this policy.

In summary this policy sets out to ensure that:

- The Company has access to the widest labour market and is able to secure the best employees for the Company's needs.
- No applicant or member of the Company receives less favourable treatment and that wherever possible, they are given the help they need to attain their full potential to the benefit of the Company and themselves.
- **Theatre &** strives to achieve an ability-based workforce in line with the working population mix in the relevant labour market area.

## Employee Commitment

In order to ensure **Theatre &** is successful in achieving these aims, the co-operation of all employees is essential. Whilst the Company remain responsible for achieving the aims of this policy, any employee's behaviour or attitude that goes against the spirit of the policy (or the relevant legislation) will be considered a serious matter and may lead to disciplinary action.