

Dunstable Musical Theatre Company

EQUALITY AND DIVERSITY POLICY

1. General Statement

- 1.1. Dunstable Musical Theatre Company is committed to achieving equal opportunities in the services it provides. No user of Dunstable Musical Theatre Company's services or volunteers should receive less favourable treatment because of: - sex, colour, ethnic origin, age, race, disability, religion, sexual orientation and/or marital status.
- 1.2. As a provider of a service to the community, Dunstable Musical Theatre Company accepts the responsibility to promote equal opportunities and challenge discrimination wherever it occurs. This document sets out the main consequences of this commitment and the action to be taken in order to achieve equal opportunities.
- 1.3. It is the responsibility of all volunteers and service users to ensure that no other service user or volunteer receives less favourable treatment than any other on the grounds stated in Para. 1.1 of this policy.
- 1.4. All events Dunstable Musical Theatre Company puts on are totally inclusive events. We do not discriminate on sex, race or religion, though we do have auditions and set a minimum level in terms of acting, singing or dancing ability. We do have a minimum age limit of 16 for health and safety reasons and child protection issues.
- 1.5. The Management Committee of Dunstable Musical Theatre Company will review this policy every three years.

2. Responsibility

- 2.1. The Management Committee of Dunstable Musical Theatre Company has overall responsibility for the effective operation of this policy. However, all volunteers and service users have a duty, as part of their involvement with Dunstable Musical Theatre Company, to do everything they can to ensure that the policy works in practice.
- 2.2. Dunstable Musical Theatre Company will bring to the attention of all volunteers and service users the existence of this policy, and will provide such training as is necessary to ensure that the policy is effective and that everyone is aware of it.
- 2.3. Those responsible for recruiting volunteers to work in Dunstable Musical Theatre Company projects, are responsible for ensuring that they are aware of Dunstable Musical Theatre Company Opportunities Policy and adhere to it while working as Dunstable Musical Theatre Company volunteers.
- 2.4. Every effort will be made to ensure that the services offered by Dunstable Musical Theatre Company reflect the composition of the community it serves. Dunstable

Musical Theatre Company is committed to encouraging access from under-represented groups.

- 2.5. If any service user or volunteer feels that they have been, or are being discriminated against, in any way, they are entitled to pursue the matter with the Main Committee.
- 2.6. All instances or complaints of discriminatory behaviour will be treated seriously.
- 2.7. Complaints or allegations of an unfounded or malicious nature will also be treated as serious.

3. Disabled Access

- 3.1. Dunstable Musical Theatre Company will endeavour to ensure, as far as is practicable, that all the premises it uses have disabled access. When considering new premises, every effort will be made to ensure such premises are fully accessible.

4. Use of Language

- 4.1. Volunteers and service users should avoid and challenge the use of language which, in any way, belittles:
 - disabled groups and/or individuals with special needs
 - any race, culture or religion
 - a person's sexual orientation
 - women and/or men.
- 4.2. Where the language used has a personal impact on others, and it has been made clear to the person concerned that their use of such language is unwelcome and/or offensive, disciplinary action may be taken if they persist with it.
- 4.3. All materials used or developed by Dunstable Musical Theatre Company will be judged in the light of the promotion of equal opportunities, and those considered to be discriminatory will not be used.

5. Sexual Harassment

- 5.1. No volunteer or service user should be subject to sexual harassment.
- 5.2. This is interpreted as unwanted behaviour of a sexual nature including:
 - verbal sexual abuse
 - physical contact
 - repeated remarks which an individual finds offensive
- 5.3. If it has been made clear to the person concerned that their behaviour is unwelcome and they persist with it, then the service user or volunteer who is the recipient of the behaviour will be entitled to make a formal complaint.

6. Equal Opportunities Monitoring

6.1. The Management Committee will monitor Dunstable Musical Theatre Company's equal opportunities progress, development and practice.

Adopted on: _____

Reviewed date: _____