



Equal Opportunities & Diversity Policy

Last reviewed July 2010

	Page No.
1 Policy Statement	1
2 Objectives of this Policy	1
3 Designated Officer	1
4 Definition of Discrimination	2
5 Unlawful Reasons for Discrimination	2
6 Reasonable Adjustments	3
7 Responsibility for the Implementation of this Policy	5
8 Acting on Discriminatory Behaviour	5
9 The Extent of the Policy	5
10 Approval and authorisation	6



1. Equal Opportunities Policy Statement

Claque Theatre ("the Company") is committed to building, strengthening and challenging 'community' through a policy of inclusion that embraces anyone wishing to take part in our productions regardless of their ability, race, colour, nationality, ethnic origin, gender, marital status, disability, religious beliefs, age or sexual orientation. This Policy aims to remove unfair and discriminatory practices within the Company and to encourage full contribution from the community. The Company is committed to actively opposing all forms of discrimination.

The Company also adopts a proactive policy of reaching out to the more vulnerable members of the community, including all disability groups and individuals, to offer appropriate activities in a safe and familiar environment needed.

2. Objectives of this Policy

- 2.1 To encourage the inclusion and participation of all members of the community in our productions and events.
- 2.2 To ensure anyone wishing to take part has an opportunity to be involved whatever their experience, physical or mental ability.
- 2.3 To reduce, stop and prevent all forms of unlawful discrimination.

3. Designated Officer

Name: Liz Carter

Position: Company Manager

Telephone Number: 01892 537034



4. Definition of Discrimination

Discrimination is unequal or differential treatment which leads to one person being treated more or less favourably than others are, or would be, treated in the same or similar circumstances on the grounds of race, colour, nationality, ethnic origin, gender, marital status, disability, religion, age, sexual orientation.

5. Unlawful Reasons for Discrimination

5.1 Gender and Marital Status

5.1.1 It is not permissible to treat a person less favourably on the grounds of their gender or the fact they are married. This applies to both men and women. Sexual harassment of men and women can be found to constitute sex discrimination. For example, asking a woman during an interview if she is planning to have any (more) children constitutes discrimination on the ground of gender.

5.2 Age

5.2.1 It is not permissible to treat a person less favourably because of their age. This applies to people of all ages.

5.3 Disability

5.3.1 It is not permissible to treat a disabled person less favourably than a non-disabled person. Reasonable adjustments must be made to give the disabled person equal access to the plays.

5.4 Race, Colour, Nationality and Ethnic Origin

5.4.1 It is not permissible to treat a person less favourably because of their race, the colour of their skin, their nationality or their ethnic origin.



5.5 Sexual Orientation

5.5.1 It is not permissible to treat a person less favourably because of their sexual orientation. For example, an employer cannot refuse to employ a person because he or she is homosexual or transsexual.

5.6 Religion or Belief

5.6.1 It is not permissible to treat a person less favourably because of their religious beliefs or their religion.

6. Reasonable Adjustments

6.1 The Company has a duty to make reasonable adjustments to facilitate the inclusion of a disabled person. These include:

6.1.1 Making adjustments to premises such as putting specific resources in place to accommodate performers and audience in wheelchairs.

6.1.2 Providing training or mentoring for a disabled employee or participant.

6.1.3 Providing special limited signed performances or install a loop for the deaf.

6.1.4 Endeavouring to organise transport for wheelchair bound people to attend rehearsals and workshops.

6.1.5 Providing specially designed projects for minority or disabled groups where a need is identified.

6.1.6 Providing contact details on all publicity literature to allow individual consultation on support where needed.

6.1.7 In the case of any event that may be taxing for some disabilities, this is indicated on the publicity and contact details. This process is to give the person with the disability the right information for them to make an informed decision about their level of participation.



- 6.1.8 Ensuring that large print scripts and audio tape text readings of the play can be made available.
- 6.1.9 The Company will also ensure that we have a post on the Steering Committee for a Disability representative, whose focus is disability service and issues.
- 6.1.10 Research minority and disability issues and ensure, if appropriate, that they get a fair voice within the plays.
- 6.1.11 Any other adjustments that the Company considers reasonable and necessary provided such adjustments are within the financial means of the Company.

If an employee or participant has a disability and feels that any such adjustments could be made by the Company, they should contact the Designated Officer.

- 6.2 As part of the feasibility study, the Company shall make and maintain contact with the local organisations for the disabled, elderly, ethnic and other minority groups and invite their input and participation.
- 6.3 During the pilot project, the Company will attempt to identify groups and individuals on the margins of the community and make sure they are aware of the project.
- 6.4 During the publicity, promotion and marketing of the event, the Company will target specific minority groups, organisations and individuals so projects and events have a better chance of involving people with physical and mental disabilities, people with mental health problems, prisoners, ethnic minorities, deaf and blind, youth, elderly and other groups on the margins of society.
- 6.5 The ticket pricing structure will also be designed to help non earners or low income groups participate in events.



7. Responsibility for the Implementation of this Policy

The co-operation of all employees and participants is essential for the success of this Policy. However, the ultimate responsibility for achieving the objectives of this Policy, and for ensuring compliance with relevant Legislation and Codes of Practice, lies with the Company. Senior employees are expected to follow this Policy and ensure that all employees, subcontractors and agents do the same.

All employees, subcontractors and agents of the Company are required to act in a way that does not subject anyone to direct or indirect discrimination on the grounds of race, colour, nationality, ethnic origin, gender, marital status, disability, religion, age or sexual orientation.

Employees may be held independently and individually liable for their discriminatory acts by an Employment Tribunal and ordered to pay compensation to the person who has suffered as a result of discriminatory acts.

8. Acting on Discriminatory Behaviour

In the event that an employee or participant is the subject or perpetrator of, or witness to, discriminatory behaviour, please refer to the Disciplinary and Grievance Policy.

9. The Extent of the Policy

- 9.1 The Company seeks to apply this policy in all our literature, marketing, and posters to stress that all aspects of the projects and events are 'inclusive' and that there is support for anyone with disabilities.
- 9.2 The Company will stress to all organising teams and advise them on practical steps that should be taken through marketing; timing of events so it doesn't exclude certain groups; assuring mobility access to all spaces.



- 9.3 The Company seeks to ensure that all sub-contractors and agents act in accordance with this Policy. The Company accepts no liability for the actions of sub-contractors and agents. The Company offers goods and services in a fashion that complies with the spirit of this Policy.
- 9.4 This Policy does not form a part of any employment contract with any employee and its contents are not to be regarded by any person as implied, collateral or express terms to any contract made with the Company.
- 9.5 The Company reserves the right to amend and update this Policy at any time.

This policy will be reviewed on a regular basis to ensure that it continues to meet the needs of the community, the business and its employees.

10. This policy has been approved & authorised by:

John Harries
Chair of the Board of Directors
Claque Theatre Limited

Date: July 2010