



## **EQUAL OPPORTUNITIES POLICY**

Effective from: September 2017

Date of next review: August 2020

### **1 Background**

- 1.1 The People's Theatre Company (PTC), in pursuant of its objectives, seeks to uphold equal opportunities that give due regard to current legislation and best practice.
- 1.2 There are four Acts of Parliament that deal with equal opportunities:
  - The Sex Discrimination Act (1975)
  - The Race Relations Act (1976)
  - The Equal Pay Act (1985)
  - The Disability Discrimination Act (1995)
- 1.3 Equal opportunities does not mean political correctness and it is not just a legal requirement. It is about treating people the same way whatever their background or social situation - literally making sure that everyone has an equal opportunity to take advantage of the activities and services offered by PTC.

### **2 PTC Equal Opportunities Statement**

- 2.1 PTC fully accepts and welcomes that society consists of many diverse groups and individuals and this diversity is an asset to the community.
- 2.2 PTC recognises that adhering to the Equal Opportunities Policy maximises the effective use of individuals in both the organisation's and members' best interests.
- 2.3 PTC recognises the great benefits in having a diverse membership with different backgrounds.
- 2.4 PTC also recognises that certain groups and individuals are discriminated against and it is opposed to this.
- 2.5 PTC recognises it has a moral and legal responsibility to promote equal opportunities and will pursue equality in pursuant of its objectives.

### **3 Scope of Policy**

- 3.1 This Policy sets out PTC's position on equal opportunity in all aspects of its activities to act fairly and prevent discrimination on the grounds of sex, race, marital status, age, sexual orientation or religion and applies to all matters under the direct control of PTC including, but not restricted to the following:
  - PTC membership
  - Casting for productions
  - Conduct of auditions and rehearsals
  - PTC communications, including Newsletters and notifications of meetings
  - Membership of the Executive Committee
- 3.2 Although this Policy does not apply to matters where PTC has no direct control, such as the facilities available in hired venues for rehearsals and productions and ticket booking processes, PTC will take all possible and reasonable measures to ensure there are equal opportunities for all in pursuant of its objectives.
- 3.3 This policy will be regularly monitored by the Executive Committee of the society and

will be subject to annual review.

#### **4 Code of conduct**

- 4.1 PTC will not discriminate on the grounds of race, ethnic or national origins, gender, marital status, sexual orientation, age, disability, religious or political beliefs or socio-economic status.
- 4.2 No one will be harassed, abused, excluded or intimidated on the grounds of their ethnicity, sex, age, disability, religion or sexual orientation.
- 4.3 Foul, insulting, abusive or racist remarks will not be tolerated from a member of PTC in pursuant of its objectives, and behaviour of this type may lead to expulsion from PTC, if deemed appropriate by the Executive Committee.
- 4.4 Discrimination is unacceptable conduct that may lead to disciplinary action under PTC's Complaints and Disciplinary Policy.
- 4.5 Any directly involved person has the right to appeal against a decision made by the Executive Committee who will consider the appeal under PTC's Complaints and Disciplinary Policy.
- 4.6 Notification and conduct of auditions will not discriminate on the grounds of race, ethnic or national origins, gender, marital status, sexual orientation, age, disability, religious or political beliefs or socio-economic status.
- 4.7 Notification of auditions will not imply a preference for one group of applicants, unless there is a genuine requirement for the casting of a part, in which case this must be clearly stated.
- 4.8 There may be constraints in the feasibility of accommodating members with a disability in productions in hired venues that are not fully accessible, but the Executive Committee will undertake a risk assessment on a case-by-case basis and consider whether the disabled member can safely perform in the hired venue. In reaching a decision, the Executive Committee will liaise with the production team to consider all possible steps to accommodate people with disabilities.

#### **5 Further information**

- 5.1 You can write for more information to your local authority's Equal Opportunities Officer or to the Equal Opportunities Commission, Arndale House, Arndale Centre, Manchester M4 3EQ. Tel: 0845 601 5901 Fax: 0161 838 1733 Email: [info@eoc.org.uk](mailto:info@eoc.org.uk) Website: [www.eoc.org.uk](http://www.eoc.org.uk)
- 5.2 For information on ethnic minority media or a code of practice for race relations contact the Commission for Racial Equality, St Dunstan's House, 201-211 Borough High Street, London SE1 1GZ. Telephone: 020 7939 0000 Fax: 020 7939 0001 Email: [info@cre.gov.uk](mailto:info@cre.gov.uk) Website: [www.cre.gov.uk](http://www.cre.gov.uk)
- 5.3 NCVO publications publish general guidelines called Equality in Action: Introducing Equal Opportunities in Voluntary Organisations which can be obtained by calling 020 7713 6161.
- 5.4 For information on employment rights for disabled people and the Disability Discrimination Act (1995) contact the National Disability Council on 08457 622633 or write to Disability on the Agenda, Freepost, Bristol BS38 7DE.
- 5.5 To find out more about tactile maps and the provision of audio descriptions contact the Royal National Institute of the Blind on 0845 766 9999; Email [helpline@rnib.org.uk](mailto:helpline@rnib.org.uk)
- 5.6 For guidelines on employment rights for lesbians and gay men contact the Lesbian and Gay Employment Rights, Unit 1G Leroy House, 462 Essex Road, London N1 3QP Telephone: 020 7704 6066