

# The Ashton Group Theatre – Equality Policy

The purpose of this policy is to ensure equal opportunities for all Participants and Staff irrespective of race, colour, nationality, ethnic or national origin, religious belief, physical or mental disability, gender identity, sexual orientation, marital status, age, class or economic status. We value a diverse Participant and Staff base and the individuality and creativity that every Participant and Worker potentially brings to the Company.

## **Policy Statement On Equality**

The Ashton Group Theatre is striving to uphold equality in all aspects of our work and employment practice.

The Ashton Group Theatre will ensure, when employment decisions are made, that the only personal characteristics taken into account are those, which (as well as being consistent with relevant legislation) are necessary for the requirements and proper performance of the work involved. There will be no discrimination in respect of race, colour, nationality, ethnic or national origin, religious belief, physical or mental disability, neurological diversity, gender identity, sexual orientation, marital status, age, class or economic status.

The Ashton Group Theatre will endeavor to assist disadvantaged groups to achieve a position from which equality of opportunity can operate in the field of theatre production.

In our artistic work the Company will undertake to be aware of the cultural, racial, gender, sexual, economic and social diversity, which exists in society.

The Company undertakes to review this policy annually to reflect the evolving thinking about issues of equality in society.

## ***Operating principles***

- Workers, job applicants, visitors and participants will be treated fairly, openly and honestly, and with dignity and respect.
- No job applicant, Participant or Worker will receive less favourable treatment on grounds of race, colour, nationality, ethnic or national origin, religious belief, physical or mental disability, gender, sexual orientation, marital status, age, class or economic status.

- Steps will be taken to make sure all business practices ensure equal opportunities.
- Recruitment, training and promotion opportunities will be made as widely available as possible.
- Selection criteria for employment, training and promotion opportunities will be entirely related to the job.
- Employment decisions on recruitment, promotion and training will be made solely on the basis of merit.
- Everyone has the right to work, participate in an activity and do business in an environment free of unlawful discrimination and harassment. We will not tolerate such behaviour under any circumstances.
- Action, including dismissal or exclusion from participatory activity may be taken against any worker or participant found responsible for harassment or discrimination.
- Any Employee or Participant who believes he or she is being discriminated against, victimised or harassed should raise the matter through the Company's complaints procedure.

This policy is fully supported by the Board of Trustees. We will ensure that all our Employees and Participants are aware of the policy, and that they understand that they are responsible for observing it. Equality is on the agenda of every Board Meeting.

Rachel Ashton is responsible for the Equality Policy and for putting the Company's Equality Action Plan into practice. It is reviewed annually in April.