



# **The Gorleston Theatre Company Equal Opportunities Policy Statement**

## **STATEMENT OF INTENT**

We fully accept and welcome that society consists of many diverse groups and individuals and this diversity is an asset to the community, we also recognise that certain groups and individuals are discriminated against and we are opposed to this. We recognise that we have a moral and legal responsibility to promote equal opportunities and we will pursue equality in all of our work.

## **EQUAL OPPORTUNITIES POLICY**

This document has been prepared to set out The Gorleston Theatre Company's commitment and as a statement of its intent. The Policy will be reviewed annually to ensure effective implementation.

The Gorleston Theatre Company is an Equal Opportunities Organisation. It is committed to the development of policies to provide for equality of opportunity in all aspects of its work. We will work to ensure that all our services are provided in a way that promotes awareness of the rights and needs of people from minority groups and enables all people to access to them.

The Gorleston Theatre Company will take whatever steps are necessary including, if appropriate, use of the disciplinary mechanisms laid out in the code of conduct, to enforce the Policy. In addition, anyone connected to our organisation, helper, staff member or volunteer who considers that he/she is suffering from unequal treatment on any grounds may use this policy to bring it to the committee's attention for action.

The Executive Committee will bring to the attention of all members and volunteers the provisions of the policy and will provide such training as is necessary to ensure the effective implementation of the Policy.

The Executive Committee shall have responsibility for the operation of the Policy. However, all volunteers and members have a duty to do everything they can to ensure that the Policy operates in practice.

### **Example of a Code of Conduct.**

People will be treated with dignity and respect regardless of race, nationality, gender, sexual orientation, disability, religion or age.

At all times people's feelings will be valued and respected. Language or humour that people find offensive will not be used, e.g. sexist or racist jokes or terminology that is deemed derogatory.

No one will be harassed, abused, excluded or intimidated on the grounds of their race, sex, age, nationality, disability, religion or sexual orientation.

Foul, insulting, abusive or racist remarks will not be tolerated from anyone associated with The Gorleston Theatre Company and behaviour of this type may lead to expulsion from the Company. Incidents of harassment will be taken seriously. If the matter cannot be resolved by way of an acceptable apology and an undertaking that the offence will not be repeated, the following action will be taken:

1. The person in question will be requested to attend a meeting of the full Executive Committee to explain their actions
2. In the case of a helper/volunteer, action may be taken as appropriate and if deemed necessary their involvement with the Company may cease.
3. In a case involving a member of the Company, membership to the Company may be withdrawn.

Any directly involved person has the right to appeal against a decision made by the Executive Committee who will consider that appeal before a decision is made and that decision will be final.

