

SEWELL BARN THEATRE SOCIETY - POLICY PAPER 2

Equal Opportunities Policy

Introduction and Aims

Involvement in the Sewell Barn Theatre Society is open to all, with subscription and life membership providing additional benefits for those aged over 16. The Society will promote equality and inclusivity, on the basis that any discrimination, abuse, harassment, victimisation or bullying of volunteers, members and supporters is unacceptable in all circumstances. In particular, it will aim to:

- Treat its members, volunteers and supporters equally regardless of their age, disability, gender re-assignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, sexual orientation, class and socio-economic background.
- Promote equality for its members and potential members in access to membership and theatrical activities and opportunities.
- Ensure no member or potential member, or individual wishing to volunteer or work for the Sewell Barn Theatre Society, will receive less favourable treatment or is disadvantaged by the characteristics set out above.

Ensure that interviews and auditions for involvement in the Society's activities are based on skills, qualifications and experience. The Chair of the Management Committee is responsible for providing advice and guidance on equality and diversity issues, and to ensure the policy is kept up to date. That individual can be contacted via chair@sewellbarn.org.

Inclusion and respect

The Sewell Barn Theatre Society values its members, volunteers and supporters and will do all it can to:

- Treat them in a respectful manner and ensure they are made to feel equally welcome and included in all activities.
- Provide an environment in which the contribution and needs of everyone are fully valued and recognised.

Accordingly all members, staff volunteers, supporters and those representing Sewell Barn Theatre Society are expected to treat each other with respect and dignity and ensure activities are welcoming and inclusive for all.

Inappropriate, violent or abusive behaviour or otherwise offensive and inflammatory remarks and behaviour are not acceptable. These constitute harassment, and have no place in Sewell Barn Theatre Society.

Sewell Barn Theatre Society will support our members, volunteers, staff and supporters in not tolerating any inappropriate, violent or abusive behaviour from other group members, volunteers, colleagues, other organisations or customers.

Accessibility

Sewell Barn Theatre Society aims to use venues that are accessible to all for rehearsals, performances, and any other activities or events it undertakes.

Dealing with complaints

For all instances where a complaint arises against Sewell Barn Theatre Society or any of its representatives, see the *Complaints Policy and Procedures* at www.sewellbarn.org/policies.html.

Policy review

The policy will be reviewed every three years by the Policies Subcommittee and any significant amendments will be referred to the Management Committee for ratification. It may also be reviewed in response to changes in relevant legislation, good practice, or in response to an identified failing in its effectiveness.

Policy initially drafted and adopted: June 2018

Policy last reviewed: October 2023

Next review due: Autumn 2026.