

# Equal Opportunities Policy

## Introduction

The Lowestoft Players (the group) are committed to providing an equal and fair environment in which all members of the group are able to realise their full potential and to contribute to its success irrespective of their gender, age, race, nationality, disability, sexual orientation, marital status, educational background, employment background or religious belief.

To this end, the group will endeavour to work with all members to identify and eliminate any direct and indirect discriminatory practices, procedures or attitudes within the group's activities, and address any such incidences in a prompt, open and transparent way in line with legislation and associateship guidelines.

This is a key membership value to which all members of the group, including volunteers, committee members, young people and adults, as well as external individuals working with the group in any capacity are expected to give their support. Equal opportunities principles as outlined in this document will be applied to all our activities.

## Embedding into practice

In order to ensure that the group's activities are accessible to all, the following principle will be embedded:

1. The group shall promote a harmonious working environment in which all persons are valued and are treated with respect. As an arts-oriented organisation, the group recognises and values diversity amongst our members, volunteers, supporters, external partners and contractors. The group will ensure that:
2. Unlawful direct and indirect discrimination, harassment and victimisation will not be tolerated. All are expected to actively support the group's objective in eliminating such practices by reporting any issues identified. The group will strive to ensure that no member, or candidate for membership is subject to unlawful discrimination, either directly or indirectly, on the grounds outlined previously.
3. Complaints shall be confidential and can be raised through the grievance procedure.
4. Publicity materials, publications, advertisements, events, workshops and performances shall avoid language which presents a stereotyped, offensive or detrimental view of any group or individual's background on any of the above grounds. However, performances and workshops will necessarily need to present such language and views when tackling hard hitting issues. It should be made clear by Leaders during workshops and performances the difference.
5. The group will make its services available to disabled people, including wheelchair users - by using premises that are wheelchair accessible for its activities whenever possible. The group will discuss with parents, carers and young people how it can try to accommodate specific needs.
6. The group will not allow its publicity, events, premises or facilities to be used for the expressions of views in conflict with this policy.

**Review and monitoring**

This policy will be reviewed by the group's committee on a periodic in line with revisions to legislation, association guidelines, and sector-wide best practice. Any updates shall be presented for approval by the group's management committee.

The group's management committee will have overall responsibility to ensure the full, and effective implementation of this policy throughout the group's activities.