

BRIGHTON **Little** THEATRE

9, Clarence Gardens, Brighton. BN1 2EG

EQUAL OPPORTUNITIES AND DIVERSITY POLICY

Introduction

Brighton Little Theatre ('BLT') is committed to providing equal opportunities to all persons without discrimination.

What is Equality?

Equality is about ensuring that all individuals are treated equally. Equality protects people and promotes inclusiveness, openness and fairness, to create a positive outlook in working with others.

What is Diversity?

Diversity is about accepting and respecting everyone as individuals, valuing their skills and abilities, and understanding that each person is individual and unique.

Diversity can encompass a vast array of areas, for example: gender, race, disability, physical ability, mental capacity, nationality, education, ethnic origin, sexual orientation, religious beliefs, values, age, marital status, pregnancy, personality, political beliefs.

What is Discrimination?

It is against the law to directly or indirectly discriminate against a person on grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy, race, religion, sex, or sexual orientation.

What is Bullying?

Bullying is offensive, intimidating, malicious and insulting behaviour involving the misuse of power that can make a person feel vulnerable, upset, humiliated, undermined or threatened. Power doesn't always mean being in a position of authority, but can include personal strength and power to coerce through fear or intimidation. It usually (but not always) involves more than one incident.

Legitimate, reasonable and constructive criticism or instruction does not amount to bullying.

Statement of Policy

(a) It is the policy of BLT to ensure that no member receives less favourable treatment on the grounds of sex, race, marital status, disability, age, sexual orientation or religion, or is disadvantaged by conditions or requirements that cannot be shown to be justifiable. The organisation is committed not only to its

legal obligations but also to the positive promotion of equal opportunity in all aspects of its activities.

(b) BLT recognises that adhering to the Equal Opportunities Policy maximises the effective use of individuals in the organisation and its members' best interests.

BLT recognises the great benefits in having a diverse membership with different backgrounds.

Membership Recruitment

No person will be prevented from applying for and joining BLT as a member on the grounds of sex, race, marital status, disability, age, sexual orientation or religion.

Training

All members will be offered coaching and support from existing members, where it is practical to do so, from other experienced members of the company.

Grievance and Victimisation

(a) BLT emphasises that discrimination is unacceptable conduct.

(b) Any complaints of discrimination will be pursued by the BLT Committee.

Felicity Clements

Chairman