

Louth Playgoers Society Limited



Summary

Policy Title

Equality and Diversity

Purpose

To encourage equality and diversity among our employees and volunteers, and eliminating unlawful discrimination.

To be truly representative of all sections of society and our customers, and for each employee/volunteer to feel respected and able to give their best.

Scope

This policy applies to all our employees and volunteers regardless of employment agreement or position.

Policy Governance

The following identifies who is accountable, responsible, informed or consulted with regard to this policy:

- Responsible – the person(s) responsible for developing this policy
- Accountable – the person who has ultimate accountability and authority for the policy
- Consulted – the person(s) or groups to be consulted prior to final policy implementation or amendment
- Informed – the person(s) or groups to be informed after policy implementation or amendment

Responsible	Chairperson of the Board
Accountable	Theatre Manager
Consulted	Board of Directors
Informed	All Employees and Volunteers

Purpose

- Provide equality, fairness and respect for all in our employment, whether a volunteer, temporary, part-time or full-time.
- Not unlawfully discriminate because of the Equality Act 2010 protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex, gender and sexual orientation.
- Oppose and avoid all forms of unlawful discrimination. This includes in pay and benefits, terms and conditions of employment, dealing with grievances and discipline, dismissal, redundancy, parental leave, requests for flexible working, and selection for employment, promotion, training or other developmental opportunities.

The society commits to:

- encourage equality and diversity in the workplace as they are good practice and make business sense.
- create a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff/ volunteers are recognised and valued.

This commitment includes training managers and all other personnel that is felt to be appropriate about their rights and responsibilities under the equality policy. Responsibilities include staff / volunteers conducting themselves to help the organisation provide equal opportunities in employment, and prevent bullying, harassment, victimisation and unlawful discrimination.

All staff / volunteers should understand they, as well as their society, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their employment, against fellow employees / volunteers, customers, suppliers and the public.

- take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, customers, suppliers, visitors, the public and any others in the course of the organisation's work activities.

Such acts will be dealt with as misconduct under the organisation's grievance and/or disciplinary procedures, and any appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to dismissal without notice.

Further, sexual harassment may amount to both an employment rights matter and a criminal matter, such as sexual assault allegations. In addition, harassment under the *Protection from Harassment Act 1997* – which is not limited to circumstances where harassment relates to a protected characteristic – is a criminal offence.

- make opportunities for training, development and progress available to all staff, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the organisation.
- decisions concerning staff being based on merit (apart from in any necessary and limited exceptions and exceptions allowed under the *Equality Act*).
- review employment practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law.
- monitor the make up of the workforce regarding information such as age, gender, ethnic background, sexual orientation, religion or belief and disability in encouraging equality and diversity, and in meeting the aims and commitments set out in the equality policy.

Monitoring will also include assessing how the equality policy and any supporting action plan, are working in practice, reviewing them annually and considering and taking actions to address any issues.

1. The equality policy is fully supported by the Board of Directors.
2. Details of the organisation's grievance and disciplinary policies and procedures can be found at the Theatre during Box Office opening hours and on the Theatre's website – www.louthriverheadtheatre.com
3. Use of the organisation's grievance and/or disciplinary procedures does not affect an employee's right to make a claim to an employment tribunal within three months of the alleged discrimination.