



Policy and Guidance: Equal Opportunities

Introductory Guidelines

Mid Powys Youth Theatre (MPYT) believes in social justice and human rights and adheres to the principles of equality, freedom, respect, dignity and autonomy. The promotion of equalities, human rights and diversity is central to its work. This policy is to underline MPYT's commitment to combating all forms of discrimination in its services, working practices, employment and training.

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Policy

MPYT will not tolerate discrimination and will ensure that no person shall receive less favourable treatment than others for reasons of:

- Gender, gender reassignment or gender identity
- Marital or civil partnership status
- Pregnancy
- Having or not having dependants
- Religious belief or political opinion
- Race (including colour or ethnic origins)
- Nationality
- Disability; behavioral or learning difficulty; ill health, mental or physical
- Neurodivergence
- Sexual orientation; LGBTQ+ status
- Age
- Trade Union activity
- Educational, social, economic or cultural background
- Employment status

The scope of this policy extends to all participants, employees, volunteers, professional associates, job applicants, audiences, partner organisations, parents, carers and family members.

Working Practices

MPYT will ensure that its services are accessible to all by:

- Promoting a harmonious working environment where all are treated with respect
- Preventing occurrences of unlawful or unfair direct and indirect discrimination, harassment or victimization
- Fulfilling all our legal obligations under the equality legislation and associated codes of practice
- Complying with our own equal opportunities policy and associated policies
- Ensuring that 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. (NB MPYT however recognises that on occasions in the course of its artistic work such language and views will necessarily be explored and expressed.
- Making its services available to disabled people, including wheelchair users – by using premises that are wheelchair accessible for its activities whenever

possible; making use of signers and interpreters where appropriate and possible and by ensuring these facilities are published for potential participants.

- Not allowing its publicity, events, premises or facilities to be used for the expressions of views in conflict with this policy.
- Ensuring that all breaches of equal opportunities policy will be reported to the Board of Trustees in order that charges of misconduct and disciplinary proceedings can be considered.
- Establishing a culture which values diversity and recognises the wealth of benefits diversity can bring to the work of the youth theatre.

Implementation

Whilst ultimate responsibility for the successful, ongoing implementation of this policy lies with the Board of Trustees, the Artistic Director has specific responsibility for the effective day-to-day implementation of this policy. All MPYT staff will also adopt this responsibility.

In order to implement this policy we shall:

- Ensure the policy is communicated to all Trustees, employees, volunteers, job applicants and relevant others (such as freelance artists).
- Provide/source training and guidance as appropriate for all staff
- Incorporate equal opportunities notices into appropriate communication practices.
- Obtain commitments from other persons or organisations such as subcontractors or agencies that they too will comply with the policy in their dealings with MPYT.
- Ensure that adequate resources are made available to meet the policy's objectives.

Complaints

Any party who believes that they have suffered any form of discrimination, harassment or victimisation is entitled to raise the matter through the MPYT complaints procedures. All complaints will be dealt with seriously, promptly and confidentially.

In addition to the internal procedures, employees have the right to pursue complaints of discrimination to an industrial tribunal or the Employment Tribunal under anti-discrimination legislation. However, parties wishing to make a complaint to a tribunal will usually be expected to raise their complaint under our internal grievance procedure in the first instance.

Monitoring and Review

MPYT will regularly monitor its provision of services to ensure that the equal opportunities policy is implemented and effective.

A comprehensive induction programme for new participants, staff and volunteers will incorporate the Youth Theatre's Equal Opportunities Policy and emphasise the role and expectations upon all new individuals to assist in ensuring its implementation.

This policy will be reviewed by the board at least once bi-annually.

Version No.	Approved By	Approval Date	Main Changes	Review Period
1.0	Board	March 2024	New draft approved	At least bi-annually