

Gearshift Theatre equality and equal opportunities

EQUALITY STATEMENT

Gearshift Theatre is committed to ensuring that equality is incorporated across all aspects of its development, including equality of access to all activities and services.

Gearshift Theatre respects the rights, dignity and worth of every person and will treat everyone equally regardless of age, ability, gender, race, ethnicity, religious belief, sexual orientation or social/economic status.

Gearshift Theatre recognises that some people are discriminated against because of their protected characteristics (e.g. race, age etc). Gearshift Theatre opposes this and has procedures in place to ensure that this does not happen.

Gearshift Theatre is committed to everyone having the right to enjoy the arts in an environment free from threat of intimidation, harassment and abuse.

Gearshift Theatre has a commitment to ensuring that all activities or events are physically accessible to all, and is pro-active in minimising any barriers to access

All staff and volunteers with Gearshift Theatre have a responsibility to oppose and/or challenge discriminatory behaviour and promote equality of opportunity.

Gearshift Theatre will deal with any incidence of discriminatory behaviour seriously, according to the organisation's disciplinary procedures.

POLICY

Gearshift Theatre will provide guidance setting out the importance of equal opportunities and its opposition to discrimination to all new volunteers and paid employees as part of their induction. As part of the induction Gearshift will set out its requirements for dealing with incidents of or incidents which may lead to (explain what people should do if they have witnessed) discrimination.

Gearshift Theatre will review its Equal Opportunities policy and the implementation of the policy annually or more frequently if a complaint has meant that a review is required

Bullying and harassment of any kind are unacceptable within Gearshift Theatre. All volunteers and paid employees are required to treat other group members and participants with respect and to act in accordance with this policy.

If volunteers have witnessed discrimination they should make contact with the Chair of trustees who represents the trustees who have overall responsibility for Gearshift Theatre's Equal Opportunities policy. Contacts are available on the website.

Agreed by Gearshift Theatre trustees April 7th 2014.

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