

Making Theatre Gaining Skills C.I.C.

Diversity and Equal Opportunities Policy

Making Theatre Gaining Skills C.I.C. is committed to a policy of diversity and equal opportunities in the provision of its services to staff, service users and stakeholders. The aim of its policy is to recognise the individual needs of people and ensure equal treatment to all, regardless of:

- Age
- Disability
- Colour, ethnic origin, nationality, national origin or race
- Gender
- Sexual orientation
- Religion or belief
- Marital status
- Responsibility of dependants and carers

This statement is endorsed by all employees and associates of Making Theatre Gaining Skills C.I.C. Responsibility for its effective implementation, management, monitoring and review rests with the Director.

Implementation and Review

1. Making Theatre Gaining Skills C.I.C. Employees and Associates will: -

- Ensure that colleagues and associates are treated as individuals and receive fair treatment.
- Maintain a working and creative and learning environment free from sexual and racial harassment and intimidation.
- Ensure that all our work reflects our commitment to diversity.
- Effectively monitor our compliance with this policy, reviewing it on an annual basis and, where appropriate, set goals for improvement.
- Ensure all associates understand this policy and their responsibility to comply with it. Any breach of this policy will be fully investigated and remedial action will be taken if appropriate.
- Employees and anyone the company engages or involves with should report complaints of alleged harassment or discrimination to the Director.

2. Making Theatre Gaining Skills C.I.C.'s work with individuals, partners, stakeholders and the community:

All activities undertaken by Making Theatre Gaining Skills C.I.C. will be consistent with its policy for Diversity and Equal Opportunities. To meet this aim Making Theatre Gaining Skills C.I.C. will:

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- Make existing and potential partners and stakeholders aware of the Company's Diversity and Equal Opportunities Policy.
- Ensure that the approach and methodology in undertaking all work is consistent with our approach to diversity and does not directly or indirectly discriminate any individual or group.
- Where appropriate, support individuals and organisations we work with to develop activities and practices that are accessible to disadvantaged people.
- Through our work seek to gain parity for disadvantaged individuals and groups.

Our commitment:

- To create an environment in which individual differences and the contributions of all our staff, volunteers, members and beneficiaries are recognised and valued.
- Every employee, volunteer and participant is entitled to be part of an environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
- Training, development and progression opportunities are available to all staff/volunteers.

The Making Theatre Gaining Skills C.I.C. D&E Policy, 09/12/2012.

Next review December 2013 and annually thereafter.