



## Making Theatre Gaining Skills Equality and Diversity Policy

Making Theatre Gaining Skills will meet its obligations under the Equality Act 2010 (as set out in the appendix). The Act says people should not be treated differently or unfairly because of the following 'protected characteristics':

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation.

In its actions and when taking decisions or planning policies, we will consider the need to:

- stop unlawful discrimination
- improve equality of opportunity
- encourage good relationships between those with protected characteristic and those without.

Our belief is that every person has the right to be treated fairly by teachers and students. We celebrate the fact that our community is so diverse and we believe everyone should feel safe, welcome and have respect for each other.

MTGS is committed to providing an environment free from discrimination, bullying, harassment or victimisation where all members are treated with respect and dignity by creating a culture of diversity, providing a dynamic working and learning environment. Ensuring all members are all valued for their contribution and individuality

Equality and Diversity are discussed with students as part of the induction process, we ensure all service providers operation on behalf of MTGS are aware of it and adhere to it.

### Complaints

Complaints of harassment, discrimination, bullying or victimisation are taken very seriously and any necessary action will be taken rapidly

Complaints will be dealt with fairly, thoroughly, quickly and with full confidentiality. Staff or students who make a complaint have the right to do so without fear of victimisation and will be treated with compassion and understanding

MTGS share the responsibility for successful application of this policy, whilst specific responsibility falls on the directors and advisors who are professionally involved with staff and student support

This policy is frequently reviewed to ensure individuals are treated on the basis of their relevant merits and abilities. MTGS will review training for key staff which will be brought to a further meeting in September 2019

Review date September 2019

Next Review September 2020