



MED Theatre
Inspired by Dartmoor

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Equal Opportunities Policy

Updated Feb 2022

This policy will be updated annually



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MED Theatre aims to provide equality of opportunity for employment and participation in MED Theatre's activities to those living within the Dartmoor area, its vicinity, and the public at large, irrespective Protected Characteristics. This policy covers all aspects of employment, recruitment, volunteering and participation for all individuals. This policy applies to the treatment of our participants, volunteers and current and former members of staff.

Our policy's purpose

1. Provide equality, fairness and respect for all in our employment, whether temporary, part-time or full-time.
2. Not unlawfully discriminate against the Equality Act 2010 protected characteristics of:
 - Age
 - Gender reassignment
 - Being married or in a civil partnership
 - Being pregnant or on maternity leave
 - Disability
 - Race (including colour, nationality, ethnic or national origin)
 - Religion or belief
 - Sex
 - Sexual orientation
3. 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
 - Leave for parents
 - Requests for flexible working



Responsibilities

1. The Artistic Director is responsible for the effective operation of the company's Equal Opportunities Policy.
2. Encourage equality, diversity and inclusion in the workplace as standard good practice.
3. 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 are recognised and valued.
4. Wherever possible, all vacancies and participatory and volunteering opportunities will be advertised simultaneously internally and externally.
5. In the case of employment vacancies, wherever possible, more than one person will be involved in the selection interview and recruitment process, and all should have received training in equal opportunities.
6. Reasons for selection and rejection of applicants for vacancies will be recorded.
7. The overall aim of this Equal Opportunities Policy is that no applicant, employee, volunteer or participant should receive less favourable treatment and that, wherever possible, should be given the help they need to attain their full potential to the benefit of themselves and of the organisation.
8. Opportunities for training and professional development will be available to all staff to encourage and nurture skills and talents which in turn, benefit the development of MED Theatre.
9. If at any point a member of staff believes they have been victimised, harassed, bullied or discriminated against, the matter should be raised with the Artistic Director or Deputy Artistic Director, or if more appropriate the Chair person.
10. All staff should understand that whilst the employer can be held liable in law for acts of discrimination committed by employees, so too can individual members of staff can be held personally liable for acts of discrimination.



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Monitoring

The policy will be reviewed every year, or in the following circumstances:

1. changes in legislation and/or government guidance
2. as a result of any other significant change or event