

## **Bear Pit Theatre Equal Opportunities Policy**

### 1. Policy Statement

The Bear Pit Theatre is committed to promoting equality, diversity, and inclusion. We aim to provide a welcoming and inclusive environment for all employees, volunteers, customers, and supporters, regardless of their age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation (protected characteristics under the Equality Act 2010).

### 2. Scope

This policy applies to all aspects of the theatre's operations, including employment, volunteering, service provision, and customer interaction.

### 3. Principles

We will adhere to the following principles:

- Equality: We will treat all individuals fairly and with respect, and will not discriminate on the basis of any protected characteristic.
- Diversity: We value and celebrate the diversity of our employees, volunteers, customers, and supporters.
- Inclusion: We will strive to create an inclusive environment where everyone feels valued and able to participate fully.

### 4. Employment and Volunteering

- We will ensure that our recruitment and selection processes are fair and non-discriminatory.
- We will make reasonable adjustments to accommodate the needs of employees and volunteers with disabilities.
- We will provide equal opportunities for training, development, and progression.

### 5. Service Provision

- We will ensure that our services are accessible to all and will make reasonable adjustments to accommodate the needs of individuals with protected characteristics.
- We will challenge any discriminatory behaviour by customers or supporters and take appropriate action.

### 6. Monitoring and Review

- We will monitor the effectiveness of this policy and review it annually or sooner if required due to changes in legislation or circumstances.
- We will collect and analyse data on the diversity of our employees, volunteers, customers, and supporters to inform our equality, diversity, and inclusion initiatives.

### 7. Responsibilities

- The Board of Trustees is responsible for ensuring that this policy is implemented and regularly reviewed.
- All employees and volunteers are responsible for familiarising themselves with this policy and acting in accordance with its principles.
- Managers are responsible for ensuring that their teams understand and comply with this policy.

### 8. Reporting Concerns

- Any employee, volunteer, customer, or supporter who believes they have been discriminated against or witnessed discriminatory behaviour should report this to their manager or the Board of Trustees.
- All reports will be taken seriously, investigated thoroughly, and dealt with confidentially.

#### 9. Breaches of Policy

Breaches of this policy will be dealt with through the theatre's disciplinary procedures for employees and volunteers, or through appropriate action for customers and supporters.

#### 10. Publication

This policy will be published on the theatre's website and made available to all employees, volunteers, customers, and supporters.

This policy was last reviewed on 22 May 2024

Signed:

Chair of Trustees