



**jude**theatrecompany<sup>cic</sup>  
bringing together performance & psychology

# Equal Opportunities and Diversity Policy

Originally written	Helen Lees (Company Secretary)	22.09.11
Last Reviewed	Helen Lees (Fundraising and Safeguarding Officer)	15.07.15
Due for Review		15.07.16

Signed off by Jude Theatre Company Board Members:  
Ian Mackay, Helen Lees and Louise Pounds.

**This Policy has been written using information from the Equality Commission and The Arts Council England by Jude Theatre Company members.**

### **Aims**

The aim of this policy is to communicate the commitment Jude Theatre Company's committee, employees, volunteers, freelance practitioners and associates (members) have to the promotion of equality of opportunity within our organisation.

It is our policy to provide equality of membership to all, irrespective of:

- gender, including gender reassignment
- marital or civil partnership status
- having or not having dependants
- religious belief or political opinion
- race (including colour, nationality, ethnic or national origins)
- disability
- sexual orientation
- age

We are opposed to all forms of unlawful and unfair discrimination. All members of the organisation will be treated fairly and will not be discriminated against on any of the above grounds. Recruitment and opportunity decisions or any other benefit will be made objectively, without unlawful discrimination, and based on aptitude and ability.

We recognise that the provision of equal opportunities in all our activities will benefit the organisation. Our Equal Opportunities Policy will help members to develop their full potential and the talents and resources of the members will be utilised fully to maximise the effectiveness of the organisation.

Jude recognises that there is a statutory duty under the NI Act 1998, to implement an Equal Opportunities Policy. This policy applies to applicants for employment, volunteers and members of the group plus the wider community, such as suppliers used, audiences and promoters, etc.

Jude is committed to the principles and practice of Equality and values the diversity of the local population. We want our services, facilities and resources to be accessible and useful to every citizen regardless of gender, age, ethnic origin, religious belief, disability, marital status, sexual orientation, or any other individual characteristic which may unfairly affect a person's opportunities in life.

### **Equality commitments**

We are committed to:

- promoting equality of opportunity for all persons
- promoting a good and harmonious learning environment in which all men and women are treated with respect and dignity and in which no form of intimidation or harassment is tolerated
- preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment and victimisation
- fulfilling all our legal obligations under the equality legislation and associated codes of practice
- complying with our own Equal Opportunities Policy and associated policies
- taking lawful affirmative or positive action, where appropriate
- breaches of our Equal Opportunities Policy will be regarded as misconduct and could lead to termination of membership for staff, volunteers, participants or associates

### **Implementation**

The Committee have specific responsibility for the effective implementation of this policy but expect all staff, volunteers and associates of Jude Theatre Company to abide by the policy and help to create the equality environment which is our objective.

In order to implement this policy we shall:

- Communicate the policy to members during our annual meeting or on a one to one basis with new members
- Jude will endeavour through appropriate training to ensure that it will not consciously, or unconsciously discriminate in the advertising or delivery of its services nor during the recruitment of staff and volunteers

- Incorporate specific and appropriate duties in respect of implementing the equal opportunities policy into roles and responsibilities of committee members
- Incorporate equal opportunities notices into general communications practices (e.g. announcements, annual report at annual general meeting, notices and newsletters)
- Provide equality training and guidance as appropriate, including training on induction
- Ensure that adequate resources are made available to fulfil the objectives of the policy

### **Monitoring and review**

We will establish appropriate information and monitoring systems to assist the effective implementation of our equal opportunities policy. The effectiveness of the equal opportunities policy will be reviewed regularly (at least annually) and action taken as necessary.

### **Complaints**

Members who believe that they have suffered any form of discrimination, harassment or victimisation are entitled to raise the matter to Committee members. Please see Jude Theatre's Complaints Policy for more information on the complaints procedures. This is available at our offices (please see contact information below or on line @ [www.judetheatrecompany.co.uk/policies-and-legal/](http://www.judetheatrecompany.co.uk/policies-and-legal/)).

All complaints of discrimination will be dealt with seriously, promptly and confidentially. Every effort will be made to ensure that members who make complaints will not be victimised. Any complaint of victimisation will be dealt with seriously, promptly and confidentially. Victimisation will result in disciplinary action and may warrant dismissal.

Complaints from members of the public should be reported to a Committee member and will be dealt with seriously, promptly and confidentially.

## **Contacts**

**Office Address**  
(as of 1<sup>st</sup> August 15)

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