

Burnt Orange Theatre Equal Opportunities Policy

Burnt Orange Theatre is committed to equality and inclusion at all levels of the company. We actively oppose any form of unfair and unlawful discrimination. Burnt Orange values, and actively seeks to promote, the role that diversity plays in our creative working environment. We therefore aim to ensure equality of opportunity in all levels and activities by adopting equitable approaches to what we do and working to ensure that our policies and practices remain lawful, fair and actively inclusive.

This policy allows us to prevent discrimination and ensure that no person receives less favourable treatment associated with their:

- age,
- disability,
- gender,
- marriage and civil partnership,
- pregnancy or maternity status,
- race,
- religion and belief (or lack thereof),
- sex and sexual orientation
- Educational background
- Trade Union activity

Burnt Orange recognises that those who engage with the company are all individuals with different needs and access abilities. Burnt Orange may deliver projects aimed expressly at engaging specific groups, with the aim of increasing the diversity and inclusion across our activities, in line with our business plan and outlook for the company. We will work hard to ensure that each project is appropriate to the needs identified for it, and that all who fit the remit for engagement have the opportunity to access our services.

This policy and these ideologies apply to Burnt Orange's services, working practices and employment practices. The policy applies to the treatment of all staff and company participants, including volunteers and members. The company is responsible for the effective implementation of the Policy in all areas of work, including recruitment. The Policy should be considered at all times in the day to day operation of the company.

In order to ensure that our services are accessible to all, the company will follow these principles:

- Promoting a good and harmonious working environment in which all persons are treated with respect
- Preventing occurrences of unlawful direct and 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.
- Publicity materials will avoid language which presents a stereotyped, offensive or detrimental view of any group or individual's background on any of the above grounds.

Burnt Orange's services will be available to disabled people, and we will strive to use wheelchair accessible venues whenever possible.

Burnt Orange will not allow its publicity or events to be used for the expression of views in conflict with this policy.

Should this policy be breached, it will be viewed as misconduct and lead to disciplinary proceedings.

Burnt Orange value diversity and recognises the benefits that diversity brings to our organisation.

The Artistic Director and Development Director both have specific responsibility for the effective implementation of this policy. In order to implement this policy we shall ensure the policy is communicated to all employees, volunteers and relevant others (such as freelance artists).

Any party who believes that they have suffered any form of discrimination, harassment or victimisation are entitled to raise the matter. All complaints will be dealt with seriously, promptly and confidentially. Any party has the right to pursue complaints of discrimination to an industrial tribunal of the Employment Tribunal under antidiscrimination legislations. However, parties wishing to make a complaint to a tribunal will usually be expected to raise their complaint internally in the first instance.

Document information

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