

**Arts Dream Equal Opportunities Policy**

**Charity no- 1155713**

**Company number 8857997**

Arts Dream Selsey (ADS ) recognises that we live in a society where discrimination still operates to the disadvantage of many groups in society.

ADS believes that all persons should have equal rights to recognition of their human dignity, and to have equal opportunities to be educated, to work, receive services and to participate in society.

We are committed to the promotion of equal opportunities through the way we manage the organisation and provide services to the community. In order to express this commitment, we develop, promote and maintain policies that will be conductive to the principles of fairness and equality in the workplace.

The objective of this policy is that no person should suffer or experience less favourable treatment, discrimination or lack of opportunities on the grounds of gender, race, colour, nationality, ethnic origin, religious or philosophical beliefs, health status, HIV status, age, marital status, parental status, sexual orientation, political beliefs or trade union membership, class, responsibility for dependents, physical attributes, ex-offender status as defined by the Rehabilitation of Offenders Act 1974, lack of formal qualifications where such qualifications are not formally required, or any other grounds which cannot be shown to be justifiable within the context of this policy.

***To be noted :***

*Representations of disability in Dramatic Performance.*

In this instance Dramatic performance means, theatrical Plays, Musical Theatre, Film, Opera, Dance, or other forms of Multi Media Performance

Arts Dream is aware that is some instances within its dramatic work in for example a dramatic play a non-disabled actor may be required to play a character with a disability. Arts Dream will aim to whenever possible use actors with a similar physical or mental impairment. Unlimited actors may portray characters with a disability but only after having done substantial research, with the debate regarding ethics and morality being fully discussed between the Director, the performers and an external consultant representing the form of disability in question. Within the given performance Arts Dream will aim to portray characters with disabilities truthfully and with integrity, and only after extensive research.

This policy will influence and affect every aspect of activities carried out by us in all our promotional work, educational services, productions, workshops and classes and other functions linked to ADS as determined by the management committee.

In the provision of services and the employment of staff, ADS is committed to promoting equal opportunities for everyone. Throughout its activities, ADS will treat all people equally whether they are:

• Seeking or using our services

• Employed on an hourly basis or part time by us

• Trainee workers students interns on work experience or placements.

• Volunteer worker

***The policy will be implemented in the following ways***

The ADS Director along with all the Trustees and Management group have the responsibility for the effective implementation of this policy. We shall

• Communicate the policy to people who want to work for us, volunteers and relevant others

• Incorporate specific and appropriate duties in respect of implementing the equal opportunities policy into any of our projects. This will include being clear about the policies, with the organisations we work with, and the spaces and theatres we hire

• Incorporate equal opportunity notices into general communications

***Conduct and general standards of behaviour***

All staff and volunteers are expected to conduct themselves in a professional and considerate manner at all times. ADS will not tolerate behaviour such as:

• making threats
• physical violence
• shouting
• swearing at others
• persistent rudeness
• isolating, ignoring or refusing to work with certain people
• telling offensive jokes or name calling
• displaying offensive material such as pornography or sexist / racist cartoons, or the distribution of such material via email / text message or any other format.
• any other forms of harassment

***Complaints of discrimination***

ADS will treat seriously all complaints of unlawful discrimination on any forbidden grounds made by employees, trustees, clients or other third parties and will take action where necessary

***Legal Obligations***

Equal Opportunities and Discrimination (Equality Act 2010)

The new Equality Act came into force in October 2010 and replaces all previous equality legislation in England, Scotland and Wales – namely the Race Relations Act 1976, the Disability Discrimination Act 1995, the Sex Discrimination Act, the Equal Pay Act, the Employment Equality (Age) Regulations 2006, The Civil Partnership Act 2004, the Employment Equality Regulations 2003 (religions and belief and sexual orientation).

The Equality Act 2010 protected characteristics are:

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

In valuing diversity ADS is committed to go beyond the legal minimum regarding equality, and will make sure there is adequate access to facilities in all its venues. ADS will offer value for money in all its projects and where concessions are appropriate, we will ensure they are offered. We will offer flexible methods for payment of classes, and allow carers if working with a particular person that wants to access our classes to go free of charge to that class or event.

The Equality Act 2010 harmonises and strengthens and replaces most previous equality legislation. The following legislation is still relevant:

• The Human Rights Act 1998.
• The Work and Families Act 2006.
• Employment Equal Treatment Framework Directive 2000 (as amended).

***RECRUITMENT AND SELECTION***

The recruitment and selection process is crucially important to any equal opportunities policy. We will endeavour through appropriate training to ensure that hourly paid staff making selection and recruitment decisions will not discriminate, whether consciously or unconsciously, in making those decisions. Job descriptions, where used, will be revised to ensure that they are in line with our equal opportunities policy. Job requirements will be reflected accurately in any personnel specifications.
We will adopt a consistent, non-discriminatory approach to the advertising of vacancies.

***MONITORING***

We will maintain and review the employment records of all employees in- order to monitor the progress of this policy. Monitoring may involve:-

• The collection and classification of information regarding the race in terms of ethnic/national origin and sex of all applications and current employees;

• The examination by ethnic/national origin and sex of the distribution of employees and the success rate of the app

• Recording recruitment, training and promotional records of all employees, the decisions reached and the reason for those decisions.

The results of any monitoring procedure will be reviewed at regular intervals to assess the effectiveness of the implementation of this policy. Consideration will be given, if necessary, to adjusting this policy to afford greater equality of opportunities to all applicants and staff.

ADS will revise and review this policy regularly.

Chris Butler(Director) 127/01/2021