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| Policy Owner:                  | <b>Equal Opportunities and Diversity Policy<br/>for Burdock Valley Players</b> |  |
| Review due:                    |  |   |
| Last Reviewed:<br>October 2019 |  |   |

## 1. PURPOSE

Burdock Valley Player's (BVP) believes in the equal worth of all human beings and recognises, respects and values everyone regardless of race, gender, religion or ability or any other diversity. BVP is committed to respecting equal opportunities in all aspects of its work. It recognises the need for flexibility in all the groups' procedures and in decision making, administration and activities in order to apply this policy.

To this end no individual, either as a member, child, chaperone, stage crew or director will receive less favourable treatment on the grounds of gender, disability, race, colour, nationality, ethnic origins or age, or be disadvantaged by conditions or requirements that cannot be justified.

## 2. SCOPE

- a. This policy applies to BVP members, children, chaperones, stage crew and directors. It also applies to all volunteers with BVP, and any persons undertaking work on their behalf.
- b. This policy describes BVP's equal opportunities and diversity policy in relation to membership. When joining the group, members must agree to certain standards of behaviour and conduct.
- c. When auditioning for a role in a production, members will be judged against the publicised requirements of the part. The audition panel's (director plus an impartial member or volunteer not involved currently in the production) decision is final.
- d. When selecting members for performance, the audition panel must be aware of the health and safety requirements imposed by the performance space.

## 3. REFERENCES

- a. Children in the Theatre Policy, Health and Safety Policy

#### **4. DEFINITIONS**

- a.** Company Members – people who are members of BVP, any other person who assists in a workshop, rehearsal or production.
- b.** Children – people under the age of 16, who attend BVP’s workshops and rehearsals and who perform in BVP’s productions.
- c.** Chaperones – responsible adults recruited by BVP’s Children Co-ordinator to chaperone the children while in the theatre or any other performance space used by BVP, and who are approved by their local authority.
- d.** Stage crew – the stage manager and those recruited by him/her on behalf of BVP to assist in preparing the performance area before, during and after a workshop or production.
- e.** The committee – the management committee of BVP
- f.** Directors – people appointed by the committee as Artistic or Musical directors of a production.

#### **5. HARRASSMENT AND BULLYING**

BVP recognises that racial, sexual harassment and bullying are unacceptable and discriminatory practices, and is committed to taking the necessary action to ensure that they do not occur. All members, children, chaperones, stage crew and directors are required to wholeheartedly support such equality at all times. Any complaint of racial or sexual harassment or bullying will be treated seriously and will be thoroughly investigated.

Volunteers or members who have concerns about harassment or bullying should raise these concerns with the Chairman, or if this is not appropriate, with the Committee. Members and the BVP committee have a personal responsibility for the practical application of such policies. Discrimination is unlawful and an individual can be held personally liable for any contravention of the Acts.