



Equality and Diversity Policy of the Dumfries Musical Theatre Company

1. Policy scope

This policy sets out the Dumfries Musical Theatre Company's (DMTC) Equality and Diversity Policy which applies to:

- 1.1 everyone who is a member of the DMTC
- 1.2 everyone who takes part in one of the DMTC's productions either on or off stage
- 1.3 anyone using the facilities at the Brigend Theatre
- 1.4 Visitors

2. Policy statement

2.1 The DMTC is committed to equality and diversity in that respect, openness, recognition, empowerment and inclusion are all crucial to the organisation's values.

2.2 The DMTC understands the importance of opening up the DMTC to all sections of the community.

2.3 The DMTC is aware that is not only illegal, but also immoral to discriminate in any of the ways listed below in point 2.4.

2.4 The DMTC ensures fairness, equality and professionalism in all its dealings and will not tolerate discrimination, harassment or victimisation on the basis of an individual having, being perceived to have, or being associated with someone on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including ethnic origin, colour, nationality and national origin), religion or belief (including philosophical belief), sex or sexual orientation. These being the protected characteristics laid down within the Equalities Act of 2010.

2.5 The DMTC aims to create an inclusive environment in which all people are treated fairly and with dignity and respect and in which they are able to give of their best, where there is no harassment bullying or victimisation and all decisions are based entirely upon merit.

3. Responsibilities

The corporate and individual responsibilities under this policy are set out below.

3.1 Corporate responsibilities

3.1.1 The DMTC is responsible for ensuring that it meets its legal obligation in respect of legislation relating to equality. This responsibility is overseen by the Committee.

3.1.2 As a corporate entity the DMTC is responsible for putting into place procedures and for encouraging a working culture and environment that complies not only with the DMTC's published values, but also with its statutory, validation and accreditation obligations. In accordance with these responsibilities and in addition to establishing this policy, the DMTC will

3.1.2.1 establish policies and procedures which comply with the Equalities Act 2010 and all other relevant legislation that the DMTC are required to abide by. Together with taking into account guidance offered from the National Operatic and Dramatic Association.

3.2 In addition to the responsibility as an individual (as set out below in 3.3), the Committee are responsible for:

3.2.1 Fostering an environment in which compliance with this policy is regarded as integral to the work of the theatre.

3.2.2 Ensuring that as part of this compliance, statutory, validation and accreditation requirements are met.

3.2.3 Complaints of discrimination bullying or harassment are taken seriously.

3.2.4 The taking of any and all appropriate action arising out of any recommendations or report in respect of any complaint of discrimination, bullying or harassment even if such complaints are not upheld.

3.3 Individual Responsibilities

3.3.1 In order to ensure that the Equality and Diversity Policy is put into practice, all members of the DMTC and anyone who falls within the category of persons identified in point 1.1 above:

3.3.1.1 should seek to actively promote equality of opportunity and strive to create an environment in which members of the DMTC and users of the Brigend Theatre work or perform without fear of reprisal or intimidation.

3.3.1.2 must not discriminate unfairly in the way that they provide or obtain services on behalf of the DMTC.

3.3.1.3 must neither practice unfair discrimination or harassment nor encourage other members of the DMTC to do so

3.3.1.4 must not victimise any person who has complained of harassment, unfair treatment or discrimination, or who has given information in connection with such a complaint.

4. **Publication of this policy**

4.1 The Equality and Diversity policy will be made available on the DMTC website and displayed within the Theatre. In addition all new members of the Society will receive a copy of the policy in their admission pack.

5. **Complaints of failure to adhere to the policy**

5.1 Complaints with regard to the failure of the DMTC to comply with this policy will be treated seriously.

5.2 Any such complaint should be raised with the Chairperson or a member of the Committee in the first instance.

6. Review

6.1 The Equality and Diversity Policy will be reviewed on a regular basis by the Committee.

7. Signature

_____ Chairperson of the DMTC

_____ Treasurer of the DMTC