

The MATA Regal Theatre Co Ltd

Registered charity: 1052714

EQUAL OPPORTUNITIES POLICY: *reviewed 2019*

Summary: MATA Regal Theatre Co. Ltd is an equal opportunities organisation which aims to apply objective criteria when assessing an individual's suitability for voluntary posts and, where applicable, paid employment.

It aims to ensure that no one wishing to be involved in or visiting the Theatre receives less favourable treatment on the grounds of race, colour, nationality, religion, ethnic or national origins, age, gender, marital status, sexual orientation or disability.

Our procedures are reviewed regularly to ensure that individuals continue to be treated on the basis of their relevant merits and abilities and, where appropriate and possible, are offered training to enable them to optimise upon their engagement with the Theatre.

MATA Regal Theatre is committed to encouraging equality and diversity among its workforce and eliminating unlawful discrimination. It aims to be representative of all sections of society/local communities; for all volunteers to feel respected and able to give their best; and to resist discrimination of customers or the wider public

The policy's purpose is to:

- provide equality, fairness and respect for all in our engagement with volunteers, as well as any paid personnel, whether temporary, part-time or full-time
- avoid discrimination by age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality and ethnic or national origin), religion or belief, sex (gender) and sexual orientation, as defined by the Equality Act 2010 protected
- oppose all forms of unlawful discrimination, including terms and conditions of employment, grievances and disciplinary matters, dismissal, redundancy, requests for flexible working, and selection for any employment opportunity, training or other developmental opportunity

The organisation commits to:

- encouraging equality and diversity in the workplace, reflecting good practice
- creating a volunteering and working environment free of bullying, harassment, victimisation and unlawful discrimination
- promoting dignity and respect for all, where individual differences and the contributions of all staff are recognised and valued

This commitment includes training managers and other volunteers/employees in their rights and responsibilities; responsibilities include individuals conducting themselves to help the organisation provide equal opportunities

All volunteers and any paid staff must understand they can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, against fellow volunteers, any paid staff, theatre customers, suppliers and the wider public

- take seriously complaints of bullying, harassment, victimisation and unlawful discrimination
Sexual harassment may amount to both an employment/volunteer rights matter and a criminal matter under the Protection from Harassment Act 1997
- make opportunities for training, development and progress available to all those who will be helped and encouraged to develop optimum potential.
- monitor the make-up of the workforce with regard to age, gender, ethnic background, sexual orientation, religion or belief, and disability to encourage equality and diversity

The equality policy is fully supported by the MATA Board and Management Committee