

Equality, Diversity and Inclusion policy – St Margaret’s Players – December 2021

St Margaret’s Players is committed to encouraging equality, diversity and inclusion among our workforce, and eliminating unlawful discrimination.

The aim is for our membership and audiences to be truly representative of all sections of society, and for each everyone to feel respected and able to give their best.

The organisation - in in all it’s activities and/or facilities - is also committed against unlawful discrimination of anyone.

The policy’s purpose is to:

- provide equality, fairness and respect for all
- not unlawfully discriminate because of the Equality Act 2010 protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex and sexual orientation
- oppose and avoid all forms of unlawful discrimination.
- The organisation commits to:
 - Encourage equality, diversity and inclusion in all our activities as they are good practice and make sense
 - Create an environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all are recognised and valued.

This commitment includes making everyone aware about their rights and responsibilities under the equality, diversity and inclusion policy. Responsibilities include everyone conducting themselves to help the organisation provide equal opportunities whatever area of the Players they participate, and prevent bullying, harassment, victimisation and unlawful discrimination.

- Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow members, audiences, suppliers, visitors, the public and any others in the course of the organisation’s activities.

Such acts will be dealt with by the Committee with action appropriate action taken where necessary.

- Further, sexual harassment will absolutely not be tolerated and may amount to a criminal matter, such as in sexual assault allegations being referred to the appropriate authorities. In addition, harassment under the Protection from Harassment Act 1997 – which is not limited to circumstances where harassment relates to a protected characteristic – is a criminal offence.

- Make opportunities for training, development and progress available to all staff, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the organisation.
- Where required we may monitor the make-up of the players regarding information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality, diversity and inclusion, and in meeting the aims and commitments set out in the equality, diversity and inclusion policy.

The equality, diversity and inclusion policy is fully supported by the St Margaret's Players Committee.