

ARUNDEL PLAYERS (the Theatre) - EQUALITY & DIVERSITY POLICY

Policy principles

The Theatre is committed to maintaining an environment free from all forms of discrimination, victimisation, harassment and bullying, whether on the grounds of age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation. The relevant legal requirements are outlined in the Appendix to this policy. All casting decisions by the Theatre will be made without discrimination other than where there is a genuine requirement to do so for artistic reasons.

The Theatre aims to ensure that all volunteers are:

- Aware of our commitment to equality and diversity and the need to comply with relevant law;
- Treated fairly, with dignity and respect, at all stages of their involvement with the Theatre;
- Free from harassment, bullying or any other form of unwanted behaviour;
- Not treated badly because they have made or supported a complaint about discrimination or harassment;
- Able to challenge attitudes or behaviour, within the Theatre, which might be construed as breaching this policy.

Roles and responsibilities

Responsibility for developing and implementing the policy rests with the Management Committee. The Theatre's volunteers all have a duty to act within this policy, to ensure it is followed and to draw attention to any potentially discriminatory actions or practices. Allegations of behaviour that breaches this policy will be investigated and a volunteer found to have acted in breach of this policy may have their membership terminated in accordance with the Memorandum and Articles of Association of the Theatre.

Raising awareness

The Theatre makes this policy readily available by publishing it on the Theatre website and providing it in electronic or printed form to anyone who asks for it. It is brought to the attention of Theatre volunteers when they are introduced to the Theatre.

Responding to concerns about discrimination or potential discrimination

If you feel someone has been a victim of discrimination or treated in a way that is contrary to the intentions of this policy you should raise your concern with a member of the Management Committee (Please refer to the website here for current holders of these positions). If the matter is not resolved informally, or you consider the issue to be serious and not appropriate for informal discussion, you should submit your concern in writing to the Chair of the Management Committee.

APPENDIX

The Equality Act 2010 (as amended) – key terms

The Equality Act 2010 (as amended) encompasses many aspects and principles of equality and non-discrimination. The main elements relevant to this policy are as follows:

Protected Characteristics are attributes that are protected by law from discrimination. The nine protected characteristics are: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

There are two broad forms of discrimination:

- Direct discrimination occurs when a person or group is treated less favourably by others because of a protected characteristic.
- Indirect discrimination occurs where a rule, requirement or condition is imposed

that applies to all but that is disproportionate and/or has an adverse effect on certain people who share a particular protected characteristic.

Harassment protection covers age, disability, gender reassignment, race, sex, religion, belief or sexual orientation. There are three forms of harassment under the Act:

- Unwanted behaviour that has the effect of violating a person's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for them.
- Unwanted behaviour of a sexual nature (sexual harassment).
- Less favourable treatment of a person because they either did or did not submit to sexual harassment or harassment related to gender reassignment or sex.

Victimisation occurs when a person is treated badly because they have made or supported a complaint about discrimination or harassment.

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Dawn Smithers - Management Committee Chair