

Equality and Diversity Policy

Horncastle Theatre Company is intent on advancing equality and diversity as key features within all its activities, as it believes this to be ethically right and socially responsible. Equality and diversity are essential factors that contribute to the cohesion of Horncastle Theatre Company.

Commitment to equality and diversity

Horncastle Theatre Company believes that excellence will be achieved through recognising the value of every individual. We aim to create an environment that respects the diversity of the members and enable them to achieve their full potential: to contribute fully, and to derive maximum benefit and enjoyment from their sessions, performing plays and as part of the Horncastle Theatre Company.

To this end, we acknowledge the following basic rights for all members and prospective members:

- to be treated with respect and dignity;
- to be treated fairly with regard to all productions, outings and weekly sessions;
- to receive encouragement to reach their full potential.

These rights carry with them responsibilities and the groups require all members to recognise these rights and to act in accordance with them in all dealings with fellow members. In addition, the group leaders will comply with all relevant legislation and good practice.

No individual will be unjustifiably discriminated against. This includes, but not exclusively, on the basis of gender, race, nationality, ethnic or national origin, religious or political beliefs, disability, social background, family circumstance, sexual orientation or for any other reason.

Accessibility of our services

We will continue to review provision to ensure accessibility for all, and that inadvertent discrimination against any community does not arise.

The starting point for such a review is to carry out equality impact assessments to identify and tackle any unintentional discrimination we may find in the provision of our services to members, youth members and the service users

This should lead us to consider the language we use and how we communicate information, along with the accessibility of our building.

We are committed to reach the position where with everything we do equality and diversity considerations are built in from the beginning. To do this we will need to understand the different and diverse requirements of our adult and youth membership and service users to ensure consideration is there at all planning stages of new initiatives.

Responsibility

Horncastle Theatre Company Committee and Leaders of Young and Up Stagers have overall responsibility for ensuring that it operates within a framework of equality of opportunity.

The Chair will be charged specifically with duties relating to equality and diversity.

Implementation

Horncastle Theatre Company Chairman (Dominic Hinkins) and management committee will have ultimate responsibility for ensuring implementation of this policy.

Communication

The Equality and Diversity Policy is available to all members of the Horncastle Theatre Company. It will be reviewed on a yearly basis prior to Horncastle Theatre Company's Annual General Meeting.

Complaints

Any complaint will be taken seriously and dealt with in a timely and sensitive manner.

Review Date: March 2023