

Leighton Buzzard Drama Group EQUAL OPPORTUNITIES POLICY

Introduction

Leighton Buzzard Drama Group (LBDG) is a society open to anyone sharing our interest in Amateur Theatre regardless of race, colour, nationality, ethnic or national origin, gender, gender reassignment, marital or civil partner status, pregnancy or maternity, sex or sexual orientation, age, disability, religion or belief, party political views or socio-economic status. We call these, together with any other criterion not relative to the point at issue a "Protected Characteristic".

This policy sets out our approach to equal opportunities and the avoidance of discrimination. Our Committee has overall responsibility for the effective operation of this policy, and we ask that all our members do what they can to help make sure that the policy works in practice.

Aim

All of our members and ticket holders have the right to be treated fairly, equitably and with respect.

LBDG aims to promote equality of access, equality of treatment and equality of opportunity, and to challenge discrimination wherever it occurs.

We will consider very carefully all feedback, and take reasonable steps to respond to suggestions and complaints as quickly as we can.

Equality of Access

LBDG will try to meet the access requirements of all our members and ticket holders. All of our meetings, rehearsal venues, and performance spaces will be accessible to wheelchair users. We can produce scripts in large fonts for those with visual impairments. If you are disabled or become disabled, we encourage you to tell us about your condition so that we can consider what other reasonable adjustments or support may be appropriate.

Equality of Treatment

LBDG is committed to equal treatment of all our members and ticket holders. We will not treat any person less fairly than others on the grounds of any Protected Characteristic. We will not expect any person to comply with membership requirements that are different to those that apply to others due only to a Protected Characteristic.

We do not allow any person to be victimised or harassed.

Equality of Opportunity

As far as it is reasonably practicable will not discriminate or treat anyone less favourably due to a Protected Characteristic. We will aim for equality of opportunity in the casting of a production, when seeking new members and new committee members and when selecting members of the creative team, backstage and front of house volunteers.

Equality law recognises that achieving equality for disabled people may mean that we have to change the way that we work within our group. This could be removing physical barriers or providing extra support for a disabled member. (This is the duty to make reasonable adjustments where practical.)

Anti-discrimination procedure

LBDG will not tolerate harassment or other unlawful discriminatory behaviour, whether physical or verbal and will ensure appropriate action is taken whenever it occurs.

Any person guilty of exhibiting unacceptable behaviour may be asked to leave the meeting, event or production, may be suspended from office or any appointment or role and may be banned from being a member of LBDG. We reserve the right to take other appropriate action as our Committee deems fit.

Complaints Procedure

In the event that any person feels that they have suffered discrimination in any way, we ask that the following procedure be followed:

1. The matter should be reported to the Chair. The report should include as much detail about the nature, time and place of the objectionable behaviour as possible.
2. Please include any suggestions of how the situation can be addressed to your satisfaction.
3. The Committee will consider the complaint as soon as possible. You will be kept informed about the decision making processes and actions taken. A record will be archived by the Secretary.
4. All information will be normally be treated with confidentially, but any allegation of a criminal offence, or safeguarding concerns, will be passed to the appropriate authorities depending on the nature of the incident.

This Policy is dated January 2022 and is due for review in FIVE years: January 2027.