



## SCT - Equality and Diversity Policy and Procedures

### 1 COMMITMENT

Equality and diversity are central to the work of our group.

- We will treat all people with dignity and respect, valuing the diversity of all.
- We will promote equality of opportunity and diversity.
- We will eliminate all forms of discrimination on grounds of race, gender, marital status, caring responsibilities, disability, gender re-assignment, age, social class, sexual orientation, religion/ belief, irrelevant offending background or any other factor irrelevant to the purpose in view.
- we will tackle social exclusion, inequality, discrimination and disadvantage

For this policy to be successful, it is essential that everyone is committed to and involved in its delivery. Our goal is to work towards a just society, free from discrimination, harassment and prejudice. We aim to embed this in all our policies, procedures, day-to-day practices and external relationships.

### 2 AIMS

We aim to:

- Provide services that are accessible
- Promote equality of opportunity and diversity in volunteering, employment and development
- Create effective partnerships with all parts of our community.

### 3 OBJECTIVES

We aim to achieve our objectives by:

- Sustaining, regularly evaluating and continually improving our services to ensure equality and diversity principles and best practice are embedded in our performance to meet the needs of individuals and groups.
- Working together with the community to provide accessible and relevant service provision that responds to service users' needs / desires.
- Ensuring staff, volunteers and trustees are representative of the community served and the employment policies are fair and robust.
- Responding to volunteer's & employees' needs and encouraging their development to increase their contribution to effective service delivery.
- Recognising and valuing the differences and individual contribution that all people make to the organisation.
- Challenging discrimination.
- Providing fair resource allocation.
- Being accountable.

## 4 WHY HAVE THIS POLICY?

We recognise respect, and value diversity in our employees, volunteers, and service users.

The organisation has this policy because it is a people-led organisation and we want to ensure we meet the needs of the community through fair and appropriate employment and development of the people who work and volunteer for Stretford Children's Theatre.

## 5 PROCEDURES

### Responsibility for Implementation

This policy covers the behaviour of all people employed or volunteering in Stretford Children's Theatre or using the services and sets out the way they can expect to be treated in turn by the organisation. The overall responsibility for ensuring adherence to and implementation of this policy lies with the staff and the Committee.

### Method of Implementation

We intend to implement this policy by:

- Ensuring that it is a condition of paid employment in the organisation.
- Ensuring that Committee members, volunteers and users are made aware, understand, agree with, and are willing to implement, this policy.
- All staff and volunteers will be given a copy of this policy as part of their induction.
- Actively encouraging staff, Committee members and volunteers to participate in anti-discriminatory training, and making time and resources available for such training.
- Monitoring the services, publicity and events provided by the organisation, to ensure that they are accessible to all sections of the population and do not discriminate and taking active steps to ensure that participation is representative.

### Monitoring and Reviewing

We have declared our commitment to establishing, developing, implementing and reviewing a policy of equality of opportunity. Effective record keeping and monitoring, and acting on information gathered, are essential in order to measure effectiveness and plan progress.