



ECHO YOUTH THEATRE

EQUALITY AND DIVERSITY POLICY

Echo Youth Theatre is a not-for-profit Community Interest Company and we produce quality live performances and theatre activities for young people in Norfolk. We provide an inclusive environment to all, whether you are a youth member, one of our dedicated volunteers; a performer; a patron or from the broader community.

We want our city, and its many diverse communities to be reflected in our shows, events and participation programmes regardless of class, ethnicity, language, ability, sexuality or gender identity.

Our Vision

Our vision is to create accessible, affordable and high quality theatre experiences for young people that can be enjoyed by all.

Echo Youth Theatre has a home at St Edmund's Church and we manage the venue to provide affordable hire space and welcome all communities to use the space.

Our Aim

Our aim is to purposefully create performances and theatre activities for our members, for them to connect, create and enjoy.

Our theatre company is a caring space that supports its members and volunteers, nurtures its community, and thrives from the creative energy of our members.

Our Values

We live by our values, and they are at the core of everything we do.

Inspiring

We inspire our youth members to create, perform and learn, by setting professional standards, leading by example and encouraging our members to be themselves and challenge themselves.

Nurturing

We will always provide an encouraging, supportive environment for our members to explore their creativity and develop their talents.

Fun

Participation in any of our activities will always be fun.

Equal Opportunities Statement

Echo Youth Theatre is dedicated to encouraging a supportive and inclusive culture amongst our members and volunteers.

We are committed to celebrating diversity, promoting equality, fostering equal opportunities and tackling discrimination in all we do, to ensure that everyone is treated with respect and valued equally.

We commit to ensure that no-one is treated no less favourably and no-one is unlawfully discriminated against on the grounds of possessing a protected characteristic as defined in The Equality Act 2010. The protected characteristics are colour, race, nationality, ethnic or national origin, religion or belief, sexual orientation, gender (including gender reassignment), marital/civil partnership status, age, disability, pregnancy or maternity, trade union membership or part/fixed term status.

We will ensure that we comply with all relevant current legislation covering sex discrimination, race relations, disability discrimination, data protection, human rights, and equality.

All of our participants will be treated fairly and with respect. When selecting people for volunteer roles, appointments, casting, or any other benefit, it will be based on their aptitude and ability. However, as we are a Youth Theatre, volunteer roles, appointments, casting and other benefits will also be based on age and take into account any safeguarding regulations.

All of our members and volunteers will be given help and encouragement to develop their full potential and utilise their unique talents.

Our commitments:

- To create an environment in which individual differences and the contributions of all team members are recognised and valued.
- To create an environment that promotes dignity and respect for every participant.
- To not tolerate any form of intimidation, bullying, or harassment, and to discipline those that breach this policy.
- To encourage anyone who feels they have been subject to discrimination to raise their concerns so we can apply corrective measures.
- To regularly review all our practices and procedures so that fairness is always maintained.

This policy will be monitored and reviewed annually to ensure that equality and diversity is continually promoted within our organisation.

Religion and Belief

The Theatre will respect and treat everyone fairly, regardless of their religion, belief or lack of religion or belief.

Wherever possible, our members and volunteers will be allowed to wear religious dress. However, health and safety and the efficient performance of duties is the

priority. If religious dress interferes with this, a mutually agreed solution will be sought with the person involved.

We will not tolerate any mockery or harassment of another person due to their religion or belief. Any such behaviour may result in a member or volunteer being removed from the activity they are participating in.

Any member or volunteer who believes that they have been discriminated against on the grounds of their religion or belief should, in the first instance, raise the matter with the person leading their activity.

Policy Review

We will make changes to our policies and procedures in line with Norfolk Safeguarding Children Partnership's guidance on norfolkscp.org.uk and in line with any changes to legislation. This policy will be reviewed annually.

Signed

A handwritten signature in black ink, appearing to read 'JE Myers', with a stylized flourish at the end.

JE MYERS for the Directors

Reviewed Nov 25