



## **KIT Theatre Equality and Diversity Policy**

KIT Theatre is dedicated to encouraging a supportive and inclusive culture amongst the whole workforce. It is within our best interest to promote diversity and eliminate discrimination in the workplace.

Our aim is to ensure that all employees and job applicants are given equal opportunity and that our organisation is representative of all sections of society. All freelance staff will be respected and valued and able to give their best as a result.

This policy reinforces our commitment to providing equality and fairness to all who work with KIT Theatre and not provide less favourable facilities or treatment on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, ethnic origin, colour, nationality, national origin, religion or belief, or sex and sexual orientation.

We are opposed to all forms of unlawful and unfair discrimination. All freelance staff will be treated fairly and with respect. When KIT Theatre selects candidates for employment, it will be on the basis of their aptitude and ability.

Through casting we are committed to challenging gender stereotypes and ensuring our freelance teams are ethnically diverse. It is important to us that children see their own genders, race and culture represented in KIT performances.

All freelance staff will be given help and encouragement to develop their full potential and utilise their unique talents. Therefore, the skills and resources of our organisation will be fully utilised and we will maximise the efficiency of our whole workforce.

KIT Theatre's commitments:

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

KIT Theatre will inform all freelance staff that an Equality and Diversity Policy is in operation and that they are obligated to comply with its requirements and promote fairness in the workplace. The policy will also be drawn to the attention of funding bodies and stakeholders.

KIT Theatre's Equality and Diversity Policy is fully supported by the Advisory Board. Our policy will be monitored and reviewed every two years to ensure that equality and diversity is continually promoted in the workplace.