



## **POLICY #4**

### **EQUALITY OF OPPORTUNITY & DIVERSITY POLICY**

Newcastle Musical Theatre Company (herein after called NMTC) is committed to equality and diversity, as both a provider of services and also as an employer. Our practices and procedures aim to reflect the varied needs, expectations and culture of all our members and of our community. We make every effort to ensure that no member receives less favourable treatment when accessing our services on the grounds of:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

These are called “Protected Characteristics” under the Equality Act 2010. This “Equality of Opportunity and Diversity Policy” sets out our top level commitment to promoting equality and diversity in NMTC.

Key points - NMTC recognises the diverse needs of our members and is committed to promoting equality of opportunity and diversity in membership and service delivery. We will challenge discrimination and encourage respect, understanding and dignity for all members. We will do this through our influence in the community, strategic planning and policy formation in membership and service delivery.

#### **1. Our commitments**

NMTC actively ensures that it complies with the current and forthcoming statutory requirements and standards, and seeks to influence and encourage our members, partners and contractors to meet their obligations through agreement and contractual arrangements.



We will: Value the talent, needs and desires of all members and of the community; employ principles of equity and fairness in consultation and membership and community engagement; promote good relations between all sections of society; tackle factors and behaviour that inhibit equality of opportunity in membership and fair service delivery.

## 2. Principles and drivers

- We aim to maintain and develop a membership with a broad range of skills and experience that match the needs and interests of our Company and community.
- By supporting equality of opportunity, we will address unequal access to services and membership through our influence across the area. Our policies are designed to ensure that we make the most of the diverse experiences, skills and talents of all members.
- We want Newcastle Upon Tyne and its outlying areas to be a good place to live, work and visit. In membership, we will work to ensure that everyone has equal access to opportunities and that the attributes, talents and skills of our members reflect those of the communities we serve.

## 3. The duty to promote equality

We recognise that we have a particular responsibility to ensure that equality is central to the development of our policies and practices in respect of race, gender, disability, religion and belief, sexuality and age. This means we will tackle discrimination and bullying, encourage understanding and promote equality of opportunity in relation to each of these strands in all aspects of our work.

## 4. Our performance

- Directors of NMTC are active in promoting equality. The Chairman is lead member with responsibility for equality and diversity issues, and all Directors have responsibility for ensuring that membership services are delivered effectively to everyone in NMTC. Directors are expected, under the terms of the Rulebook for Members, to promote equality and good relations between everyone in NMTC and will oversee the development and implementation of NMTC's equality agenda, providing leadership and integrating equality into mainstream activity and processes.
- Consultation Communications and monitoring – through consultation and our contacts with the members and community we seek to understand how effective our services are at meeting the needs of the membership and the area of benefit, and with their support, we promote good relations between everyone in NMTC. We



encourage our members and partners to share, and help us to shape, our principles and policies – we expect to learn from their experience of working in NMTC and the community and we will help, where we can, to develop and make them sustainable.

- Procurement and contracts – our influence extends to our responsibilities to ensure that organisations delivering services on our behalf, or from whom we purchase goods and services, do so in accordance with our policies. We expect all organisations with whom we have a contract to deliver services as required on policies that are compatible with ours.

## 5. Our promise

- We will be an efficient, membership focused, accountable Company, working with partners and local communities to make a positive difference to local people's lives; create a more enjoyable leisure time activity to those in the area of benefit and provide affordable, high quality musical and theatrical productions at the lowest possible price.
- We will work towards this promise in a way that benefits all and does not unreasonably, or unlawfully, disadvantage any group of people.
- Our members are NMTC's most significant and valuable asset. We make the most of their potential by recognising, supporting and valuing the diversity that we all bring into NMTC's workplace. We will challenge discrimination and bullying, intentional or unintentional. We also have policies enabling us to take disciplinary action when necessary.
- We recognise the range of cultural experiences that we all bring into the workplace and that our beliefs and expectations about how people behave and perform are often deep seated. Those expectations influence our attitudes and behaviour and tend to become embedded within policies and working practices. We aim to identify, assess and challenge discrimination wherever it arises.
- We aim to ensure that we meet the needs of all our members and in turn we expect members to work effectively, diligently and responsibly to meet the needs of NMTC.

## 6. Future development of the Policy

Our Equality and Diversity policy is not static, it is updated and modified as new rules and codes of practice are introduced and our understanding develops of the needs of all members. We are aware that inequality can exist and recognise the continual need to ensure that we work hard to deliver our services fairly to all, and that we always make the most of all members. We are committed to tackling inequality and to making steady, assessable, improvement.



**Next Review Date: January 2022**