



Equal Opportunities Policy

Updated November 2017

Signed by: Date:

On behalf of 20 Stories High Board of Trustees

Equal Opportunities Statement

20 Stories High aims to offer equality of opportunity to everyone using and receiving benefits from the service:

20 Stories High:

- is committed to promoting equality of opportunity reflecting the full diversity of British society;
- recognises and values diversity and will endeavour to operate without prejudice and with due regard for age, ethnic origin, gender, marital and economic status, sexual orientation, disability, income, education, cultural heritage and background;
- recognises and operates within the social model of disability;
- will apply the principles of equality of opportunity in both employment practice and service provision
- will endeavour to ensure that agencies they work alongside, observe (and demonstrate observance through a similar equal opportunities statement and practices) the principles of equality of opportunity in both employment and service provision; and
- recognises the responsibilities placed upon 20 Stories High by Liverpool City Council, United Kingdom Government and European Union legislation and will implement these to the best of its ability and within its available resources.

Equal Opportunities Policy:

20 Stories High is a company that creates theatre for and with young people, helping young people to achieve their potential whilst also tackling the social inclusion needs in the area and specifically for BAME Communities.

20 Stories High recognises that certain people are discriminated against in our society. 20 Stories High opposes all discrimination, whether it be based on race, gender, sexuality, disability, age, class, health, responsibility for dependants, political activity, nationality or religion. 20 Stories High believes in working with people from all communities and backgrounds. 20 Stories High will not tolerate discrimination within the organisation and through its work with young people from all communities, and it will take steps to challenge and reduce both direct and indirect discrimination in society around us.

20 Stories High seeks to remove discrimination and prejudice in every part of the organisation. It aims to create equality of opportunity for all its employees, volunteers and service users.

20 Stories High will attempt to make sure that all policies, procedures, and practices will address the needs of people in these excluded groups and remove barriers to inclusion.

To this end, within the framework of the law, we are committed to achieving and maintaining a workforce and service provision which broadly reflects the diversity of the communities in which we operate.

Every possible step will be taken to ensure that individuals are treated equally and fairly and that all decisions taken in recruitment, promotion, and career development are taken solely on objective related criteria.

20 Stories High recognises that all staff, volunteers and participants must ensure that no practices and procedures which are discriminatory, come into place. This will be monitored through the Diversity and Equality Action Plan.

Recruitment procedures for staff, volunteers and service users, must result in the selection of the most suitable individual in respect of experience, qualifications and status. Members of staff involved in recruitment must be appropriately trained to ensure that an unbiased approach is maintained regardless of individual applicants' status.

All employees, volunteers and service users have a duty both morally and legally not to discriminate against any individuals or groups. Employees and freelancers have a personal responsibility for the practical application of 20 Stories High's equal opportunities policy, which extends to the treatment of service users, volunteers, employees, management committee members, and members of the public.

20 Stories High will actively promote equal opportunities across all aspects of its work and will seek to ensure that, wherever possible, any agencies, private contractors, or suppliers it comes into contact with will adopt similar policies and practices.

Annually an analysis of equal opportunities will include the following:

- Monitoring of staff
- Monitoring of service users

This policy will be reviewed annually through the Diversity and Equality Action Plan.

Legal Obligations

Equal Opportunities and Discrimination (Equality Act 2010)

The new Equality Act came into force in October 2010 and replaces all previous equality legislation in England, Scotland and Wales – namely the Race Relations Act 1976, the Disability Discrimination Act 1995, the Sex Discrimination Act, the Equal Pay Act, the Employment Equality (Age) Regulations 2006, The Civil Partnership Act 2004, the Employment Equality Regulations 2003 (religions and belief and sexual orientation).

The Equality Act 2010 protected characteristics are:

Age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief sex and sexual orientation.

In valuing diversity 20 Stories High is committed to go beyond the legal minimum regarding equality.

The **Equality Act 2010** harmonises and strengthens and replaces most previous equality legislation. The following legislation is still relevant:

- The Human Rights Act 1998.
- The Work and Families Act 2006.
- Employment Equal Treatment Framework Directive 2000 (as amended).
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Executive Director Leanne Jones, is responsible for the effective operation of the company's Equal Opportunities Policy. A copy will be given to all new members of staff, freelancers and volunteers.

If there is any doubt about appropriate treatment under the organisation's equal opportunities policy, employees, volunteers and young people should consult Leanne Jones, Executive Director.