



**EQUAL OPPORTUNITIES POLICY**

**July 2006**

***Reviewed November 2013***

***Reviewed April 2015***

Next review date: November 2017

## **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 the BME 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 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. In all instances recruitment must conform to guidelines, which exist under the Disability Discrimination Act, Disability Equality Scheme and the Equalities Act, and in particular, Section 38 of the Race Relations Act, 1976, (Positive Action Schemes) which allows employers to implement measures that overcome the effects of past discrimination.

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. This policy is based upon United Kingdom and European Union anti-discriminatory legislation which is intended to help the fight against disadvantage and social exclusion, including the Sex Discrimination Act and the Disability Discrimination Act 1995.

Co-Artistic Director Keith Saha, 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 Keith Saha, Co-Artistic Director.