

THEATR TWM O'R NANT DENBIGH

EQUAL OPPORTUNITIES POLICY

Theatr Twm o'r Nant is committed to equal opportunities policy and practice and will ensure that all employees and service users, both actual and potential, are treated equally and as individuals regardless of age, disability, ethnic or national origin, gender, marital or parental status, political belief, race, religion or sexual orientation.

In implementing this policy, Theatr Twm o'r Nant will take account of existing legislation: the Race Relations Amendment Act 2000, the Sex discrimination Act 1975, the Equal Pay Act 1970, the Welsh Language Act 1993 and the Disability Discrimination Act 1995 – and any subsequent legislation.

This equal opportunities policy will be implemented across all aspects of the theatre's work:

- the appointment of members to its Management Committee;
- the appointment of any staff;
- all dealings with the public and service users.

MANAGEMENT COMMITTEE

Cymdeithas Theatr Twm o'r Nant will aim to ensure that the Management Committee is representative of the community and users.

The Management Committee will be responsible for ensuring that the equal opportunities is properly implemented, monitored and reviewed. Members will ensure that they are fully aware of their obligations.

STAFFING/VOLUNTEERING

The theatre will ensure that no job applicant, employee or volunteer receives less favourable treatment than another on grounds of age, disability, ethnic origin, marital or parental status, political belief, religion, gender or sexual orientation. All volunteers and potential employees will be informed of the equal opportunities policy and the theatre will ensure that the changing and developing needs of potential staff and volunteers are recognised and appropriate adjustments made.

PUBLIC AND SERVICE USERS

The theatre aims to make its services accessible to as wide a range of the public as possible.

The theatre will be accessible to all disabled people.

Whenever possible the design of publicity material will take account of the needs of disabled people both in terms of print, format and information on access.

People from underrepresented groups will be encouraged to attend and participate.