



*East Broadway Theatre Company*

# Equal Opportunities Statement of Intent

East Broadway aims to promote equality of opportunity for all minority and disadvantaged groups, including women, black and ethnic minorities, D/deaf and disabled people, lesbian, gay, bisexual and transgender people, working class people and those who hold different beliefs. Therefore, East Broadway declares that it will introduce measures that combat all direct and indirect discrimination in its provision of services and its membership involvement.

East Broadway will develop and maintain procedures and systems for monitoring the progress of the Equal Opportunities policy in practice. Monitoring will involve the collection of relevant statistics on the composition of the performances both paid and unpaid, performers of East Broadway and to some extent, audiences. Any information collected will be used solely for monitoring purposes. Arrangements will be made to protect the confidentiality of the information during its collection and retention.

Where necessary East Broadway provides information on of where scripts are available to purchase or will purchase on the performers behalf. We ensure the rehearsal space is accessible. We will make reasonable adjustments to accommodate any member's specific access requirements.

## 1. General Points

The East Broadway Equal Opportunities policy is designed to promote an environment where all people can be treated fairly and equally.

The policy aims to ensure equality of opportunity for:

job applicants

employees

voluntary managers

performers

irrespective of race, colour, age, disability, D/deafness, nationality or

ethnic origin, sexuality, marital status, religious beliefs, class, HIV status, responsibility for dependants or spent criminal record.

East Broadway is committed to ensuring that there is no discrimination in its practices and to taking positive action to promote Equal Opportunities.

East Broadway will review the implementation of the policy and advise all staff, volunteers, self-employed contracted artists and members of the organisation on all aspects of the policy.

## 2. The Law

The laws relating to Equal Opportunities are as follows:

- Employment Equality (Age) Regulations (NI) 2006
- Disability Discrimination Act 1995
- Special Educational Needs & Disability (NI) Order 2005
- Equal Pay Act (NI) 1970



- Sex Discrimination (NI) Order 1976
- Race Relations (NI) Order 1997
- Fair Employment & Treatment (NI) Order 1998
- Employment Equality (Sexual Orientation) Regulations (NI) 2003
- Equality Act (Sexual Orientation) Regulations (NI) 2006
- Section 75, Northern Ireland Act 1998
- Section 76, Northern Ireland Act 1998
- Schedule 9, Northern Ireland Act 1998
- Section 49A and 49B, Disability Discrimination Act 1995
- Human Rights Act 1998

### **3. Responsibility**

East Broadway, performers and anyone associated with East Broadway has a responsibility to work to implement the policy and the Production Manager and Producer will be answerable for its implementation.

### **4. Definitions**

Direct Discrimination is defined as treatment that involves a conscious motive to discriminate. It consists of treating someone less favourably in the same circumstances because of, for example, their race, gender, disability or impairment. Discrimination on the grounds of race, gender, sexual orientation, religion or belief, disability or marital status is against the law.

Indirect Discrimination means applying a condition or requirement that adversely affects one particular group considerably more than others, and cannot be strictly justified in terms of requirements for performing the job.

Harassment includes unreciprocated and unwelcome comments, looks, actions, materials, suggestions or physical contact that is found objectionable and/or offensive and may create an intimidating working environment.

Victimisation is unlawful in relation to the Sex Discrimination Act, Race Relations Act and Equal Pay Act. This means that a person may not be treated less favourably than other persons because they have taken action relating to the Acts e.g. have brought proceedings or have given evidence in a case.

