

CHICKENSHED

THEATRE CHANGING LIVES

Diversity, Equality & Inclusion Policy

Our Diversity, Equality & Inclusion Policy is to:

- Ensure that we recruit and retain the very best staff, volunteers and trustees from a wide variety of sources.
- Value our staff, volunteers and trustees and the differences between them.
- Harness those differences to improve our service to the arts and to the community.
- Promote diversity, equality and inclusion in a proactive way to underpin our service to the arts and the community.
- Ensure that all our policies, procedures and working practices are free from any form of unlawful or unfair discrimination.

In carrying this out we will:

- Eliminate any harassment or discrimination against anyone for any reason, including their race, colour, nationality, ethnic or national origin, religion, sex, sexual orientation, working pattern, marital status, gender identity, disability, age, political opinion or family status.
- Ensure the effectiveness of the policy by making it encompass all areas of our work.
- Ensure that we make every effort to achieve equality of access to all activities of Chickenshed.
- Ask all Departments to regularly review their activities in the light of the need to achieve the Diversity, Equality & Inclusion Policy.
- Display the Policy on the premises.

Rules of Behaviour

The rules of behaviour should be viewed in the light of the commitment to eliminate discrimination and harassment against individuals and particular groups set out above. The following types of behaviour are unacceptable (please note this list is not exhaustive).

- Attacks on individuals or groups on the basis of their race, colour, nationality, ethnic or national origin, religion, sex or sexual orientation, working pattern, marital status, gender reassignment, disability, age, political opinion or family status.
- Discriminatory name calling, insulting remarks, jokes or threats.
- Encouraging other people to harass or discriminate against another individual or group.
- Displaying insignia/slogans/literature which may cause offence whilst on Chickenshed business or on Chickenshed premises.

In addition to the above, all staff, volunteers and trustees are requested to comply with the Chickenshed 'House Style' document which is annexed to this policy.