



PEOPLE'S THEATRE COLLECTIVE EQUALITY AND DIVERSITY (EDI) POLICY 2025

POLICY STATEMENT

This policy provides People's Theatre Collective's overarching vision, values, and commitments in relation to equality and diversity. It reflects changes in equality legislation, including the Equality Act 2010.

People's Theatre Collective (PTC) aims to create an environment where young people can be themselves, make new friends, and feel a real sense of value. We work collaboratively to bring young people's unique qualities and aspirations to life through inclusive community-based theatre. In achieving this mission, PTC is committed to advancing equality of opportunity, respecting and celebrating difference, eliminating discrimination, harassment, and victimisation, and fostering good relations.

We strive to create and maintain a working environment in which everyone can participate fully, give their best, and achieve their full potential in a climate free from discrimination or harassment. We will treat all participants with fairness, respect, and sensitivity.

It is the policy of PTC to recognise and encourage the valuable and enriching contribution of all who participate in our projects and the rights of all individuals who encounter us. All staff, participants, their families, and visitors to our workshops have a right to equality of opportunity in accessing opportunities, irrespective of race, disability, gender, gender reassignment, age, nationality, sexual orientation, religion or belief, marital or civil partnership status, pregnancy or maternity status, or socio-economic status, background, or class.

We will actively challenge and tackle all forms of prejudice, discrimination, and stereotypical attitudes. Any form of discrimination, harassment, or victimisation carried out by an individual will be treated as a matter for possible disciplinary action. This policy also applies to behaviour outside of session time, including online interactions and social media.

OUR COMMITMENT TO STAFF

- Strive to employ a diverse workforce that reflects the local community and participant population.
- Clearly communicate our expectations and commitments to equality and diversity during recruitment and induction.
- Provide ongoing professional development in equality and diversity to equip staff with the skills to recognise and embed diversity and challenge discrimination.
- Provide reasonable adjustments for staff who are or who become disabled.
- Embed equality and diversity throughout workforce practice, including teaching, learning, and service delivery.

OUR COMMITMENT TO PARTICIPANTS

- Clearly communicate our expectations and commitments to equality and diversity on our website and in marketing and recruitment materials.
- Celebrate equality and diversity in our projects and artistic work.
- Provide an inclusive environment tailored to individual needs and cultural backgrounds.
- Offer multiple Youth Steering Board meetings and opportunities for participants to influence programme development.
- Ensure accessibility to all services and provide clear, meaningful information about them.

TACKLING DISCRIMINATION, HARASSMENT, AND VICTIMISATION

- Actively challenge and address all forms of prejudice, discrimination, and stereotyping.
- Handle allegations of discrimination, harassment, and victimisation sensitively and investigate fairly and thoroughly.
- Treat any form of discrimination, harassment, or victimisation as a matter for possible disciplinary action.

DEFINITIONS AND LEGAL FRAMEWORK

The Equality Act 2010 identifies nine 'protected characteristics' that are explicitly protected from unlawful discrimination:

- Race
- Disability
- Gender
- Age
- Sexual orientation
- Religion and belief
- Gender reassignment
- Pregnancy/maternity
- Marriage/civil partnership

Additionally, other aspects of a person's background, such as socio-economic status, may lead to discrimination. PTC is committed to advancing equality and eliminating discrimination on these and other grounds.

The Equality Act 2010 defines the following types of discrimination:

- Direct discrimination (including associative and perceptive discrimination)
- Indirect discrimination
- Harassment
- Victimisation
- Discrimination arising from a disability
- Failure to make reasonable adjustments
- Under the Public Sector Equality Duty, organisations must give due regard to:
 - Eliminating discrimination, harassment, and victimisation.
 - Advancing equality of opportunity.
 - Fostering good relations.

ROLES AND RESPONSIBILITIES

The Governing Body will:

- Ensure PTC's strategic plan includes a commitment to equality and diversity.
- Review equality monitoring reports and set improvement targets.
- Oversee implementation and review of this policy every four years.
- Senior Management will:
 - Take an active and visible lead in promoting equality and diversity.
 - Ensure equality considerations are embedded in self-assessment reports and development plans.
- Agree equality targets with the governing body.

All Staff will:

- Attend equality and diversity training.
- Implement this policy in their work.

Participants will:

- Treat others with respect and consideration.
- Report any concerns regarding discrimination or unfair treatment.

MONITORING AND REVIEW

PTC will actively monitor performance and commitments through:

- Staff and participant demographics.
- Complaints, grievances, and disciplinary records.
- Staff training and development opportunities.
- Participant recruitment, retention, and progression.

Regular equality reports will be submitted to the governing body, ensuring transparency and continued progress towards our equality and diversity commitments. This policy will be reviewed periodically to reflect legal and organisational developments.