

TEDDINGTON THEATRE CLUB LIMITED

EQUAL OPPORTUNITIES POLICY

1 General Statement

The Teddington Theatre Club Limited (TTC) is a registered charity with responsibility for operating Hampton Hill Theatre.

- 1.1. TTC is committed to counteracting discrimination by promoting equal opportunities through its conduct as an organisation, through its publicity and activities within the community. This promotion of equal opportunities relates to all stakeholders connected with TTC, including members, contractors, suppliers and external hirers.
- 1.2. TTC's policy endeavours to ensure that no person or organisation receives less favourable treatment than any other on the grounds of race, ethnic or national origins, gender, marital status, sexual orientation, age, disability, religious or political beliefs or socio-economic status.
- 1.3. It is for each member of the Club and user of Hampton Hill Theatre to accept their responsibility for the practical application of this policy and not to use behaviour that amounts to discrimination as described above. Please refer also to the TTC Code of Conduct Policy.
- 1.4. Particular responsibility for compliance falls upon the Board of Directors of The Teddington Theatre Club Limited. This policy will be brought to the attention of external users of the Hampton Hill Theatre who are also bound by its terms.

2 Discrimination

Discrimination can go unrecognised. Some examples of what constitutes discrimination are set out here.

2.1 **Direct discrimination** occurs when a person is treated less favourably than others in the same or similar circumstances. For example, a person may be rejected from participating in backstage for a production because she/he has particular needs, e.g. unable to work every night of the production because of child care commitments, or a job applicant is refused employment on the ground of skin colour.

2.2 **Indirect discrimination** occurs when there is a rule or requirement which on the face of it applies equally to everyone, but in practice disadvantages some groups more than others, for example if information about TTC is restricted to a narrow section of the community or if training course materials require advanced reading skills to understand the course.

2.3 **Discrimination taking the form of harassment** would include unreciprocated and unwelcome comments, looks, actions, jokes, sneers, suggestions or physical contact that are found objectionable or offensive.

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2.4 **Cyber-bullying** is a method where the perpetrator(s) uses technology as a means of conducting the bullying. They can make use of e-mail, mobile phone and text messaging, digital photography, instant messaging, personal websites, chatrooms, blogs and social networking sites. It may include threats and intimidation, vilification and defamation and attempts at exclusion or peer rejection.

3 Equal Opportunities Legislation

This refers to the main acts relating to equal opportunities.

3.1 The **Race Relations Act (1976)**, which makes it unlawful to discriminate against any person directly or indirectly on the grounds of race, colour, nationality, ethnic origin or national origin.

3.2 The **Sex Discrimination Act (1975)**, which makes it unlawful to discriminate against any person directly or indirectly on the grounds of sex or marital status.

3.3 The **Equal Pay Act (1985)**, which aims to remove discrimination between men and women employed on 'like work' in terms of pay and other contractual conditions of their employment.

3.4 The **Disability Discrimination Act (1995)**, which aims to assist people with disabilities to obtain suitable employment which makes the best use of their skills and abilities.

3.5 **Liability**: Employers are liable for discriminatory acts carried out by their employees during the course of their employment, unless they can show that they took steps 'as were reasonably practicable' to prevent them doing such acts, for example, training in equal opportunities issues.

4 Grievance Procedure

If any member of TTC or user of Hampton Hill Theatre thinks they have been discriminated against or treated in any way inconsistent with this policy they should raise it and can refer to The Teddington Theatre Club Ltd grievance procedure.

5 Monitoring

This policy will be regularly monitored and reviewed by the Board of Directors, where found wanting, will be modified.

Monitoring will assist TTC in identifying any problems and ensure best possible practice.