



## **Equality and Diversity Policy**

- 1.1 In carrying out its functions as a Charitable Trust Dorchester Community Plays Association (DCPA) is committed to promoting equality of opportunity for all, and to ensuring that no individual is discriminated against in the planning and delivery of any of our activities.
- 1.2 The DCPA therefore aims to ensure that the values of equality, diversity and respect for all are embedded into everything that it does.

### **2. DCPA's policy**

- 2.1 This policy is intended to demonstrate DCPA's commitment to eliminating discrimination, encouraging and valuing diversity for all, whether involved directly or indirectly with the Association and its activities.
- 2.2 DCPA recognises its responsibilities under the Equality Act 2010 and is committed to meeting them in full. It believes that a culture that embraces equality and values diversity will help it to ensure that everyone feels involved and included in its plans, programmes and activities.
- 2.3 DCPA aims to create an environment which respects and welcomes everyone, and in which no form of bullying, harassment, disrespectful or discriminatory behaviour is tolerated by anyone towards anyone. This particularly applies in relation to the 'protected characteristics' named in the Equality Act 2010:

Age, disability, gender reassignment, marriage or civil partnership status, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

### **3. DCPA's responsibilities**

- 3.1 DCPA understands that for equality to be achieved this policy needs to be made understandable to, and embraced by Trustees, employed staff, volunteers, suppliers and partners.



- 3.2 All those mentioned above have a responsibility to ensure that their own language and actions are consistent with the spirit as well as the letter of this policy.
- 3.3 Overall responsibility for the implementation of this policy lies with DCPA's Trustees.
- 4. DCPA's commitments**
- 4.1 DCPA recognises that an Equality and Diversity Policy alone is not enough to ensure that equality and diversity are central to everything that it does.
- 4.2 DCPA will seek to create an environment in which diversity and the contributions of all Trustees, employed staff, volunteers, suppliers and partners are recognised and valued in all that it does. In this way DCPA will endeavour to provide an example of good equality practice and to promote community cohesion within its outreach activities, workshops, rehearsals and performances.
- 4.3 In introducing this policy the DCPA realises that many people are unlikely to be familiar with how such a policy should be implemented. DCPA's Trustees have specific responsibility for the effective implementation of this policy but expect all DCPA's members to abide by the policy and help to create the equality environment which is its objective.
- 4.4 In order to implement this policy DCPA will:
- Communicate the policy to members during its annual meeting or on a one-to-one basis with new members
  - Endeavour through appropriate training and publicity to ensure that it will not consciously or unconsciously discriminate in the selection or recruitment of paid staff or volunteers or for membership of DCPA [or for casting in any of its dramatic productions]
  - Incorporate equal opportunities notices into general communications practices (e.g., announcements, annual report at annual general meeting, notices and newsletters)
  - Ensure that adequate resources are made available to fulfil the objectives of the policy



## **5. Monitoring and review**

- 5.1 The Trustees of the Association will review this policy annually and report as necessary to the Members at its Annual General Meeting on any action taken.

## **6. Complaints**

- 6.1 Members, employed staff, volunteers, workshop participants and audience members who believe that they have suffered any form of discrimination, harassment or victimisation are entitled to raise the matter with DCPA Trustees. All complaints of discrimination will be dealt with seriously, promptly and confidentially.
- 6.2 Every effort will be made to ensure that those who make complaints will not be victimised. Any complaint of victimisation will be dealt with seriously, promptly and confidentially. Where appropriate, victimisation will result in action being taken against the perpetrator which may involve their dismissal or loss of membership and in extreme cases legal action being taken against them.
- 6.3 Complaints from members of the public should be reported to a DCPA Trustee and will be dealt with seriously, promptly and confidentially.

**Approved by the DCPA Board**

**8<sup>th</sup> March 2023**