Miscreations Theatre Ltd.
Equal Opportunities Policy

Updated: Thursday 27th April 2023

COMPANY DETAILS

Name: **Miscreations Theatre Ltd.**
Registered address: **1 Low Mill Cottage, Allendale, Northumberland NE47 9QA**
Company number: **13076253**

COMPANY CONTACT DETAILS

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Miscreations Theatre Ltd. Equality and Diversity Commitment

At Miscreations Theatre, situated in rural Northumberland, we are unwavering in our dedication to cultivating an environment that offers equal opportunities to every individual associated with our organization. This commitment extends wholeheartedly to both our valued employees and service users, ensuring that every person is treated fairly and as an individual, regardless of age, disability, ethnic or national origin, sex or gender, marital or parental status, political belief, race, religion, or sexual orientation.

Aligned with this steadfast commitment, Miscreations Theatre is fully committed to complying with existing relevant legislation, primarily the Equality Act 2010 and the Wellbeing of Future Generations Act 2015. As per the Equality Act 2010, we strictly prohibit discrimination or less favourable treatment based on protected characteristics, including age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

Our comprehensive Equality & Diversity Policy encompasses every facet of Miscreations Theatre's operations, including:

- The appointment of members to our Board.
- The appointment of staff, along with their conditions of work and employment procedures.
- All interactions with the public and our valued service users.
- Engagements with our dedicated volunteers.

Miscreations Theatre remains committed to maintaining a Strategic Equality Plan, subject to an annual review by our Board. We proudly embrace the social definition of disability, support all groups identifying as marginalized, and passionately advocate for the artistic and ethical case for diversity.

Board of Directors

Recognizing that our Board is not yet fully representative of the diversity of Northumberland, Miscreations Theatre acknowledges the imperative need for active efforts to address this disparity. Our current Strategic Equality Plan will outline specific targets and actions, with our Board taking responsibility for ensuring the proper implementation, monitoring, and review of our Equality & Diversity Policy.

Staff

At Miscreations Theatre, we are committed to ensuring that no job applicant, employee, or volunteer receives less favourable treatment based on protected characteristics. Our organization is dedicated to transparent recruitment and selection procedures, including advertising all vacancies and implementing fair and equitable shortlisting and interview processes. Staff members will be thoroughly informed of and trained on the Equality and Diversity Policy. We proactively eliminate barriers to equal recruitment and make reasonable adjustments to enable access. Affirmative action may be taken, within legal boundaries, to rectify inequalities proportionate to our policy objectives. Our disciplinary and grievance procedures treat behaviours or actions against the principles of equal opportunity as serious disciplinary matters, ensuring that all complaints are thoroughly investigated.

Public and Service users

Miscreations Theatre actively strives to make its services accessible to a diverse audience, working diligently to remove barriers hindering equal access to our organization's activities. We are committed to fostering an inclusive environment where everyone can engage with and enjoy our theatrical offerings.