



---

**The 5 Quarters Theatre Company (5QTC) has developed this pack to help all teachers, volunteers, artistic directors, and anyone working with the Company to:**

- Understand the importance of the Equality and Diversity Policy
- Receive guidance in implementing the policy in their work to demonstrate and adopt the Equality and Diversity Policy

## **Equality and Diversity Policy**

---

The 5 Quarters Theatre Company (5QTC) is committed to promoting theatre as an activity for all and to providing access for all people to the arts as participants and practitioners throughout the range of its activities, with a particular emphasis on encouraging participation and practice from under-represented groups in society.

5QTC recognises that certain individuals and groups are discriminated against on grounds of disability, race, ethnic origin, culture, socio-economic background, gender, sexuality, religion, creed, marital status, and age.

5QTC is committed to working towards eliminating all forms of discrimination both through its own work and through its employment policies and practices. Recognising that passive policies will not achieve change, 5QTC will, through regular monitoring of policies and practice, take active steps to combat discrimination.

The Company recognises the necessity at times to regard being of a particular racial group as a genuine occupational qualification for casting where, as expressed under section 5 (2) (a) of the Race Relations Act 1976, a person of that racial group is required for reasons of authenticity.

Users must have easy access to information about 5QTC's services which may involve making materials available where appropriate in a variety of media, e.g., in large print, multi-lingual or electronically. In particular, all printed materials will aim towards a minimum of 12pt type and considers colours which do not hinder those with a visual impairment.

The Company believes that the value of a race equality policy lies not merely in its intention but in its practical delivery. It is the responsibility of the Artistic Directors to regularly monitor effectiveness in all areas of company operation – recruitment, artistic programming, touring, marketing, and training – and develop the policy where necessary.

Any Company member (and any person applying to become a Company member) who feels that either they or more generally a racial, ethnic, or cultural group have been discriminated against by the Company or its members, is invited to raise their concern either formally or informally with the Artistic Directors.

Additionally, it is recognised that there may from time to time be complaints against members of staff or the service. 5QTC's Grievance procedure will be presented to all employees and made available to all on request.

Each member of the Company has responsibility for their own compliance of the policy. Any violation of this policy by any Company Member will be treated as a serious breach of contract.

Reviewed February 2022  
Tom Cheshire  
5QTC Artistic Director

