



**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 Equal Opportunities in the workplace
- Receive guidance in implementing the policy in their work to demonstrate and adopt equal opportunities for all

## **Equal Opportunities Policy**

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5 Quarters Theatre Company (5QTC) is committed to our Equal Opportunities policy, throughout our staff employment, administration, artistic policy, content, and activities.

5QTC seeks to celebrate human diversity, promote positive discrimination and where possible challenge traditional stereotypes of race, sexuality, sex, or disability. One of our key aims is to reflect the composition of society.

5QTC undertakes to ensure that all job applicants, employees, volunteers and participants in the range of company activities are treated equally and given the chance to develop and maximise their true potential irrespective of gender, marital status, social class, colour, race, ethnic origin, religious belief, disability, sexual orientation, political opinion/affiliation or age. Alongside this, each member of the Company has a responsibility to comply with the policy. Any violation of this policy by any Company member will be treated as a serious breach of contract.

We acknowledge the need to reflect the cultural diversity within our society even in areas that are not racially mixed. 5QTC welcomes feedback from all our service users on any aspect of our equal opportunities policy, both verbally and through written consultation. We monitor and analyse our service users, in order that we can use the findings to make our projects more inclusive towards offering equal opportunities.

5QTC's criteria for selecting any individual is their ability to fulfil the role, whether it be casting for a production, workshop or in an administrative or organisational capacity.

5QTC positively welcomes under-represented groups in society in terms of race, sexuality, gender, and disability.

5QTC recognises the necessity at times to regard being of a particular racial, sexual or age group as a genuine occupational requirement for casting where, as expressed under schedule 9 (part 1, para 1) of the Equalities Act 2010, a person of that racial, sexual or age group is required for reasons of authenticity and realism.

5QTC endeavors to advertise vacancies through our website, independent media, and social media outlets.

5QTC believes that our Equal Opportunities policy should be actively delivered and regards it to be the responsibility of the Artistic Directors to regularly monitor its implementation and effectiveness.

As an organisation that uses the Disclosure and Barring Service (DBS), 5QTC complies fully with the DBS Code of Practice and undertakes to treat all applicants for positions fairly.

Sexual harassment, abusive behavior including sexist, racist and other oppressive language or behavior will not be tolerated. If necessary, the act of misconduct will be dealt with under 5QTC's disciplinary procedure and could result in dismissal.

Any Company member (and any person applying to become a 5QTC member) who feels that they have been discriminated against by the Company or its members, is welcome to raise their concern either formally or informally with the Artistic Directors.

This procedure is owned by 5 Quarters Theatre Company  
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