



EQUAL OPPORTUNITIES POLICY

This is a summary version of the full Tinderbox Theatre Company Equality Policy.

This version has been adopted from the Independent Theatre Council Equal Opportunities Policy.

This policy shall inform Tinderbox Theatre Company's actions towards employees and volunteers, all company associates and members of the public.

Tinderbox Theatre Company recognises that individuals and groups have been and are oppressed on many grounds including gender, race, nationality, colour, ethnic origin, geographic location, sexuality, class, disability, history of illness, HIV status, domestic status and responsibilities, religion, politics, age, appearance, unrelated criminal convictions. No individual or group shall receive less favourable treatment on the above grounds or to be disadvantaged by conditions, requirements or practices of Tinderbox Theatre Company.

All Tinderbox Theatre Company staff, members and Board Members will be briefed on the policy and must agree to apply it in practice. The policy is deemed to be incorporated into the contract of employment and it is a full condition of service with Tinderbox Theatre Company that staff understand and operate the policy fully.

All members of Tinderbox Theatre Company will be given copies of the Equal Opportunities Policy. In implementing this policy Tinderbox Theatre Company will take account of the following legislation:

- Equal Pay Act 1970
- Sex Discrimination Act 1975
- Race Relations Act 1976
- Disability Discrimination Act 1995
- Human Rights Act 1998
- Race Relations (Amendment) Act 2000
- Civil Partnership Act 2004
- Disability Discrimination Act 2005
- Equality Act 2006

And the following regulations:

- Sex Discrimination (Gender Reassignment) Regulations 1999
- Race Relations Act 1976 (Amendment) Regulations 2003
- Equal Pay Act (EPA) 1970 (Amendment) Regulations 2003
- Employment Equality (Sexual Orientation) Regulations 2003
- Employment Equality (Religion or Belief) Regulations 2003
- Employment Equality (Sex Discrimination) Regulations 2005
- Employment Equality (Age) Regulations 2006

The Artistic Director and the Board of Directors are responsible for ensuring that this policy is implemented. In addition, Tinderbox Theatre Company has an active Equal Opportunities Committee which is committed to developing and implementing this and related policies.

Tinderbox Theatre Company will promote this policy and the effectiveness will be monitored. The Board will review this policy on an ongoing basis.