

EQUALITY, DIVERSITY, AND INCLUSION POLICY

Bounce Theatre is committed to the principles and practise of Equality, Diversity, and Inclusion. We want our services, facilities, and resources to be accessible and useful to every citizen regardless of gender, age, ethnic origin, religious belief, disability, marital status, sexual orientation, or any other individual characteristic that may unfairly affect a person's opportunities in life.

Our equality, diversity, and inclusion policy will help staff and participants to develop their full potential and the talents and resources of them will be utilised fully to maximise the effectiveness of the organisation.

1. Our Commitments

We are committed to:

- promoting equality of opportunity for all persons;
- promoting a good and harmonious learning environment in which all people are treated with respect and dignity and in which no form of intimidation or harassment is tolerated;
- preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment and victimisation;
- fulfilling all our legal obligations under the equality legislation and associated codes of practice;
- complying with our own equality, diversity, and inclusion policy and associated policies;
- taking lawful affirmative or positive action, where appropriate; and
- breaches of our equality, diversity, and inclusion policy will be regarded as misconduct and could lead to termination of relationship (participatory or professional) with Bounce Theatre.

2. Implementation

The Directors have specific responsibility for the effective implementation of this policy. We expect all staff and participants to abide by the policy and help to create the equality environment, which is its objective.

In order to implement this policy we shall:

- communicate the policy to all staff and participants through our work with staff and our behaviour management strategies in groups;
- endeavour, through appropriate training, to ensure that it will not consciously or unconsciously discriminate in the selection or recruitment of applicants;
- incorporate specific and appropriate duties in respect of implementing the equality, diversity, and inclusion policy into roles and responsibilities of board members;
- incorporate equal opportunities notices into general communications practices (e.g. announcements, annual report at annual general meeting, notices and newsletters). This policy will be read out to all staff at each annual general meeting; and
- ensure that adequate resources are made available to fulfil the objectives of the policy.

3. Complaints

Staff or participants who believe that they have suffered any form of discrimination, harassment or victimisation are entitled to raise the matter through the agreed procedures. A copy of these

procedures is available from the Artistic Director. All complaints of discrimination will be dealt with seriously, promptly, and confidentially.

Every effort will be made to ensure that staff and participants who make complaints will not be victimised. Any complaint of victimisation will be dealt with seriously, promptly, and confidentially. Victimisation will result in disciplinary action and may warrant dismissal.

Complaints from members of the public will be dealt with under agreed procedures. A copy of these procedures is available from the Artistic Director.

4. Monitoring and Policy Review

Bounce Theatre will establish appropriate information and monitoring systems to assist the effective implementation of our equality, diversity, and inclusion policy. The effectiveness of the equality, diversity, and inclusion policy will be reviewed on an annual basis and action taken as necessary.

This policy is fully supported by the Directors and was adopted by the company on the 5 March 2010.

Date Reviewed: November 2023

Next Review Date: November 2024