



Bright Sparks Theatre Arts Company

A Community Interest Company (C.I.C.)

Established 2013

Bright Sparks Theatre Arts,
8 The Grove,
Moorhead,
ShIPLEY,
BD18 4LD.

Bright Sparks Theatre Arts CIC

Equality and Diversity Policy

Bright Sparks Theatre Arts CIC believes that following a policy of equality and diversity will benefit not only the individual but also enrich the whole organisation.

Equality is one of Bright Sparks Theatre Arts' core values and the Board and staff are committed to ensuring that equality is integral to all its policies and practices. Equality is essential to ensuring that services are accessible to our participants.

Bright Sparks Theatre Arts CIC recognises that diversity among service users and staff brings positive benefits to the organisation's work and is committed to challenging all forms of discrimination and unfair disadvantage in every aspect of its work and working practices.

Bright Sparks Theatre Arts CIC provides equality of opportunity for anyone who comes into contact with the organisation and to ensure that no-one is treated less favourably because of their gender, gender reassignment status, marital / civil partner status, race, colour, nationality, ethnic origins, age, disability, sexual orientation, HIV status, employment status, religious or political beliefs, parental or carer status or any unrelated criminal offence. Harassment or bullying will be challenged and not tolerated.

We are committed to:

Opposing all forms of discrimination – including individual and institutional, direct, indirect (discrimination against someone because there is a policy or rule that disadvantages anyone with a particular characteristic) and associative discrimination (direct discrimination against someone because they associate with someone with a particular characteristic).

Challenging the false beliefs about different groups in society inherent in racism, sexism, heterosexist, homophobia, ageism, xenophobia, and assumptions regarding disability.

Promoting and celebrating the diversity of all the people with whom we work, valuing their contributions and ensuring they are given the opportunity to realise their full potential within Bright Sparks Theatre Arts.

Bright Sparks Theatre Arts CIC ensures that:

- The different needs and expectations of employees, service users and volunteers are met.
- Our services are accessible, high quality and offered on a fair and equitable basis.
- We recruit and retain the best staff possible by eliminating all forms of discrimination in recruitment and employment.
- We promote and value diversity in all that we do.

www.brightsparkstheatre.com

Inclusive specialized arts and drama projects
West Yorkshire (UK) based theatre company



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Principles

Bright Sparks Theatre Arts CIC will offer access to and provision of services on a fair and equitable basis that meet the individual needs of service users. Targets will be set, based on the location and there will be a focus on outreach into local communities to increase access. Under-represented groups will be considered in the development of new services. Outcomes will be regularly monitored and evaluated.

The Equality Act 2010 requires Bright Sparks Theatre Arts CIC to oppose discrimination, furthermore Bright Sparks Theatre Arts CIC aims to mirror best practice in implementing the act.

The principles in equality and diversity will be reflected in our practice relating to:

- Service delivery
- Employment, Recruitment and Professional Development
- Governance
- Partnership
- Practice

Compliance with The Policy

1. All Bright Sparks Theatre Arts CIC Trustees, staff and volunteers will be expected to comply with the equal opportunities policy.
2. Serious breach of the policy by staff will be dealt with under the disciplinary and grievance procedure.
3. Serious breach by a volunteer will be dealt with through a one-to-one meeting with the Bright Sparks Theatre Arts CIC Management Committee.
4. Serious breach by a Trustee will be dealt with through a report to the Board by the Chair or the Chief Executive as appropriate.

Monitoring and Review

The Board of Trustees will monitor the overall success of the policy by assessing its impact on the organisation's efforts to improve service delivery and employment practice.

This policy will be updated, evaluated, and reviewed annually.

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