

The Leadenham Players

Appendix 3: Equality and Diversity Policy

Overview Statement

Leadenham Players commit to providing and continuing to develop a welcoming environment for anyone who wants to take part in groups activities within the Leadenham Players.

We aim to create an open, welcoming and friendly environment, where our membership includes diversity in age, gender, race, ethnicity, faith, class, economic disadvantage and disability.

This document is regularly reviewed and updated and outlines our principles with regards to diversity and representation within and for our organisation. It goes hand in hand with our Members Code of Conduct, both are shared with all members of the group.

Equal Opportunities

Leadenham Players is a group made up of members and volunteers wanting to provide creative opportunities to the local and surrounding communities. We aim to ensure that member, participants, or visitors receive no less favourable treatment on the basis of their Protected Characteristics as outlined in the 2010 Equality Act.

(<https://www.gov.uk/guidance/equality-act-2010-guidance>)

These Protected Characteristics are:

- Age
- Disability
- Gender reassignment
- Marriage or civil partnership
- Pregnancy and maternity leave
- Race including colour, nationality, ethnic or national origin
- Religion or belief
- Sex
- Sexual orientation.

The group will review, refresh and revise our procedures and practises for new members to ensure we are reaching a membership who will bring to us a diversity of background and experience. We will continue to advertise and promote to the local and surrounding communities to ensure everyone has an equal opportunity to be a part of the group.

Access

We will continue to work with our venue, The Leadenham Village Hall, to ensure that there are no access restrictions for our members, participants or visitors.

Audience Development and Public Engagement

We will continue to try and attract new audiences and encouraging repeat attendance and loyalty. We will seek to broaden our local engagement, actively taking steps to reach out to all sections of our local and surrounding communities through participating in local events outside of our premises. We will advertise our performance via leaflets, posters, social media, website as well as word of mouth, to ensure that the details reach all potential audiences, and does not discriminate against those without a phone or internet.

Governance Development

The committee aims to increase our understanding of Equality and Diversity and to create a membership which is skilled, supportive and engaged as well as diverse.

We commit to ongoing reflection and ask if we have made enough active choices and fulfilled every opportunity across the group to be as representative, open and diverse in the membership as we can be.

Status of this Policy

This policy document Version 1.0 was approved by the Leadenham Players Committee at the meeting held 26th July 2023.

Signed:

Jane Thorne
Chair
Leadenham Players Committee