



Heckington Players

## **Heckington Players Diversity, Equity and Inclusion Policy**

***Updated February 2025***

Heckington Players Amateur Dramatics Society (ADS) is committed to providing a creative environment in which diversity and inclusion is valued and ensuring all members, committee members, volunteers, visitors, audience members (and any third-party providers or affiliated organisations) are treated, and treat others, with dignity and respect.

As part of our zero-tolerance approach to discrimination in any form, you will receive equal treatment regardless of age, disability, gender reassignment, marital or civil partner status, pregnancy or maternity, race, colour, nationality, ethnic or national origin, religion or belief, sex or sexual orientation (Protected Characteristics). We are also committed to providing equitable treatment to all those we deal with as an organisation, including customers and suppliers.

This Policy sets out our approach to diversity, equity and inclusion. Our aim is to encourage and support diversity, equity and inclusion and actively promote a culture that values difference and eliminates discrimination at rehearsals, performances, meetings or during any other activities arranged by the group, including social functions.

It applies to all aspects of employment or engagement with us, including recruitment, membership, training, conduct when working with or for the group, disciplinary and grievance procedures, and termination of engagement.

The theatre and creative world pushes boundaries; it explores, expands, and celebrates the spectrum of human emotions and experiences. This Policy sets out to underpin this valued work, not to censor any activities.

This Policy does not form part of any employee's contract of employment, and we may amend it at any time.

### **Diversity and Inclusion training**

If required, the committee, members and volunteers will be given appropriate training to ensure that everyone is aware of and understands the contents of this Policy and the Anti-harassment and Bullying Policy and is capable of recognising and avoiding discrimination, harassment and victimisation, and promoting equality of opportunity and diversity in the areas of recruitment, development, rehearsals and production.

### **Discrimination**

You must not unlawfully discriminate against or harass any other people. This applies at rehearsals, performances, meetings, when dealing with customers, suppliers or other group-related contacts, or during any other activities arranged by the group, including social functions.

The following forms of discrimination are prohibited under this Policy and are unlawful:



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- Direct discrimination: treating someone less favourably because of a Protected Characteristic. For example, rejecting someone because of their religious views or because they might be gay.
- Indirect discrimination: a provision, criterion or practice that applies to everyone but adversely affects people with a particular Protected Characteristic more than others, and is not justified. For example, requiring a job to be done full-time rather than part-time would adversely affect women because they generally have greater childcare commitments than men. Such a requirement would be discriminatory unless it can be justified.
- Harassment: this includes sexual harassment and other unwanted conduct related to a Protected Characteristic, which has the purpose or effect of violating someone's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for them. Harassment is dealt with further in our Anti-harassment and Bullying Policy.
- Victimisation: retaliation against someone who has complained or has supported someone else's complaint about discrimination or harassment. This includes where someone mistakenly believes that the person victimised has done so.
- Disability discrimination: this includes direct and indirect discrimination, any unjustified less favourable treatment because of the effects of a disability, and failure to make reasonable adjustments to alleviate disadvantages caused by a disability.

### **Recruitment and selection**

Recruitment, casting, and other selection exercises will be conducted on the basis of merit, against objective criteria that avoid discrimination. When recruiting or casting, we will aim to take steps to improve the diversity of our staff and casts and provide equality of opportunity. Shortlisting interviewing/auditioning should be done by more than one person where possible. Our procedures will be reviewed regularly to ensure that individuals are objectively assessed on the basis of their relevant merits and abilities.

When recruiting, candidates should not be asked questions which might suggest an intention to discriminate on grounds of a Protected Characteristic. For example, applicants should not be asked where they are from or whether they are pregnant or planning to have children.

Candidates should not be asked about health or disability before a job/role offer is made, except in the very limited circumstances allowed by law: for example, to check that the applicant could perform an intrinsic part of the job/role (taking account of any reasonable adjustments), or to see if any adjustments might be needed at interview/audition because of a disability.

### **Disabilities**

If you are disabled or become disabled, we encourage you to tell us about your condition so that we can consider what reasonable adjustments or support may be appropriate.

### **Monitoring**

Where appropriate and in accordance with our Data Protection and Privacy Policy, we will gather statistics to monitor Diversity and Equity across all aspects of the group's activities which will be used to inform future activity.

### **Breaches of this Policy**



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We will take a strict approach to breaches of this policy, which will be investigated and dealt with by the Committee. Serious cases of deliberate discrimination and victimisation may result in dismissal from the group.

If you believe that you have suffered harassment, bullying or discrimination, or witnessed it happening to someone else during any group activity, you can raise the matter through our Anti-harassment and Bullying Policy. Complaints will be treated in confidence and investigated as appropriate.

We encourage the reporting of all types of potential discrimination, as this assists us in ensuring that diversity, equity and inclusion principles are adhered to. However, making a false allegation in bad faith, or that you know to be untrue, will be treated as misconduct and may also result in, following an investigation, your dismissal from the group.

**Review date: *February 2027***