



EQUALITY, DIVERSITY AND INCLUSION POLICY

Throughout this policy the term 'participants' will be used to describe all volunteers, staff, artists, audience members, and other people who engage with *Stockport Garrick Theatre* (SGT) and its work.

Policy Statement

Stockport Garrick Theatre celebrates and values diversity – in people, creativity, and thought. We are committed to creating an environment where all participants are treated with respect and dignity. Anything or anyone that endangers this approach has no place within the *Stockport Garrick Theatre* culture.

Objectives of this Policy

Stockport Garrick Theatre promotes:

- A culture which values diversity, inclusiveness, and respect, and empowers all participants to reflect those values in all their dealings
- A reputation for openness and accessibility
- Equality of opportunity for all
- A workplace where people are treated with dignity and respect and valued for who they are and the contribution they make to the organization, and in which no participant experiences unlawful or unfair discrimination.
- Active opposition to all forms of unfair and unlawful discrimination, bullying and harassment.

Responsibilities:

We recognize the importance of not discriminating against others on the basis of their age, ethnic origin, race, nationality, membership of a national minority, culture, language, religious faith or affiliation or lack thereof, political affiliation or opinions or lack thereof, sex, gender, gender identity, sexuality, sexual orientation, marital status, caring or parental responsibilities, illness, ability or disability, mental health status, medical condition, physical appearance, genetic features, parentage, descent, socio-economic background, employment status, spent or irrelevant criminal convictions or any other irrelevant distinction.

Upholding and embodying this Policy is the responsibility of everyone in the *Stockport Garrick Theatre* community, regardless of background, experience or position.

All participants are expected:

- To play an active part in the implementation of this Policy
- Never to infringe on the rights of others through their behaviour, the way they treat others, and the language that they use.
- To challenge unacceptable language and behaviour, when it is seen
- Not to unlawfully or unfairly discriminate against other participants
- Not to encourage, instruct, or pressurise other participants to unlawfully discriminate
- Not to harass, bully, abuse or intimidate other participants
- To co-operate with all measures by *Stockport Garrick Theatre* to promote and implement equal opportunities.

Rights of Participants:

This Policy provides rights for our participants:

- The right to be treated fairly at all times
- The right to challenge any unfair barriers, to have the challenge considered seriously, and reasonable action to be taken by *Stockport Garrick Theatre* to remove the barrier
- The right to be valued and respected as an individual
- The right to be treated with respect and consideration in observing their religious and cultural tradition and practices
- The right to receive full support from *Stockport Garrick Theatre* should they need to raise any concerns or challenge any unacceptable behaviour.

Casting:

Stockport Garrick Theatre's policy is centered on casting the very best actors for each role. Our team of directors are committed to racial, cultural and artistic diversity and they embrace our Equality, Diversity and Inclusion Policy at all times. *Stockport Garrick Theatre* values diversity in race, disability, gender, sexuality, socio-economic background, faith and age, so casting will start from this position and always be open and neutral. Everyone is welcome and warmly encouraged to attend auditions. If specific race/ethnicity or other characteristics are central to the story, the Plays, Scripts and Casting Committee (PSCC) will make this clear in audition notices. To ensure Equality, Diversity and Inclusion (EDI) compliance, there is no pre-casting for any role within *Stockport Garrick Theatre*. The Policy will be communicated to all directors, auditioners and auditionees.

Public profile:

Stockport Garrick Theatre will announce in all the usual channels its commitment to diversity and the endorsement of this Policy.

In future, all marketing, PR, audition notices, and other public and social media communications will be reviewed to reflect this Policy.

Monitoring and reporting:

The PSCC, will prepare twice yearly reports for review by the Board. This report will confirm that there has been full compliance with this EDI Policy or will explain the circumstances of any breach and what action has been taken. It will also include details of changes in the diversity of the *Stockport Garrick Theatre* community.

Consultation and review:

The policy will be formally reviewed every two years, unless legislation or other proposed changes have amended it in the meantime. At each review, consultation with participants will be part of the process.

Approved by the Stockport Garrick Theatre Board – December 2023.