



QBMTS & QBMTYS

Diversity, Equality and Inclusion Policy

Quarry Bank Musical Theatre Society is committed to encouraging equality, diversity and inclusion among our members, and eliminating unlawful discrimination.

The aim is for our membership to be truly representative of all sections of society and our audiences, and for each member to feel respected and able to give their best.

The society - in producing musical theatre productions for both our adult and youth members- is also committed against discrimination of members or the public.

The policy's purpose is to:

- provide equality, fairness and respect for all our membership, no matter how long members have been in the society
- not discriminate (because of the Equality Act 2010) protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex and sexual orientation
- oppose and avoid all forms of discrimination. This includes in general membership, auditions, rehearsals, marketing material, recruitment etc.

The organisation commits to:

- Encourage equality, diversity and inclusion in the society as they are good practice and make artistic and long term sense
- Create a working environment free of bullying, harassment, victimisation and discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all members are recognised and valued.

All members should understand they, as well as the society, can be held liable for acts of bullying, harassment, victimisation and discrimination, in the course of their membership, against fellow society members, audience members, production team and crew and the general public

- Take seriously complaints of bullying, harassment, victimisation and discrimination by fellow members, audience, production team and crew and any others in the course of the society's activities.

Such acts will be dealt with by the management committee and appropriate action will be taken. Particularly serious complaints could lead to expulsion from the society.

- Make opportunities for membership and auditions available to all. The society wishes it to be known that anyone can audition and encourages members to develop their full potential no matter what ethnic background they come from. They will provide opportunities so members talents can be maximised so

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as to increase production quality.

- Decisions concerning auditions would be based on merit only. The management committee would strongly advise the audition panel to choose the auditionee who has given the best audition for a role based only on their acting, singing and dancing ability where applicable.
- In order to encourage a more diverse membership, each public announcement made will specifically state that we actively encourage diversity and equality and as such welcome members from BAME communities.
- In the judgement of the production team, for any production, any characters requiring an audition will be assessed for their racial neutrality. Where characters are found to have neutral racial traits then these parts will be available for all members to audition. It will be specifically stated that members of the BAME communities are welcome to audition.
- Where characters in a production have specific racial traits whether those are white, black, Asian etc. the society will first and foremost prefer existing members of the specified race. If this race is not represented within the society, even after the above steps have been taken, then additional work would be done to find an appropriate actor to fill the role from outside the society.
- The society will prefer to choose productions that properly reflect the diversity of the current membership. It is hoped that by being transparent and welcoming, specifically stating that all people, including those from BAME communities are welcome to join, that we will have the ability to choose from many different types of productions.

This equality, diversity and inclusion policy is fully supported by the management committee.

If any member feels affected by any of the issues listed above then they should speak with a member of the management committee immediately so they can be dealt with in a sensitive and professional manner.

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