

BROS Musical Productions Equal and Diversity Policy

BROS Musical Productions is committed to the principles of Equal Opportunities in all aspects of its activities. The society recognises that discrimination can result from a range of factors including, but not restricted to:

- Age
- Disability
- Responsibilities for dependants
- Race, colour, ethnic or national origins
- Religious belief
- Socio-economic background
- Gender or sex
- Sexual orientation
- Political beliefs
- Employment status

The Equality Act 2010 brings together a number of existing laws into one place so that it is easier to use. It sets out the personal characteristics that are protected by the law and the behaviour that is unlawful. Everyone in Britain is protected by the Act. The “protected characteristics” under the Act are: Age, Disability, Gender reassignment, Marriage and civil partnership, Pregnancy and maternity, Race, Religion and belief, Sex, Sexual orientation.

Aims

BROS Musical Productions recognises and values the diversity of members, associates and patrons. It is the intention of BROS Musical Productions to work to ensure that no current or potential volunteers, trustees, members or beneficiaries are treated less favourably as a result of discrimination whether intentional or unintentional, direct or indirect. Membership is open to all over 16 years old for regardless of background, socio-economic status, physical attributes and protected characteristics* , which include; race, colour, nationality, ethnic or national origin, gender, marital or civil partner status, pregnancy or maternity, sex or sexual orientation, age, disability and religion or belief.

The aim of BROS Musical Productions is to create a safe welcoming environment for everyone. Our productions usually reach 1000's of audience members, so we are uniquely positioned as an amateur theatre society to bring our community together to experience the wide-ranging benefits of theatre and performance. One of our most important aims therefore must be to provide a safe, social and inclusive space, giving people with different backgrounds and experiences opportunities to learn from one another, forge new friendships all whilst learning and developing new and existing skills.

Responsibility

BROS welcomes and values the diversity of our members, audiences and creatives and believe everyone has the right to be treated fairly, equitably and with respect.

With a diverse membership, we will ensure the Society creates high-quality, engaging entertainment that is honest, reflective and rewarding for its audiences and membership. We recognise that diverse teams in all areas of our activity will ensure the Society continues to be effective, adaptive and resilient

Since BROS was formed in 1925, audiences and society have changed and we want to reach the audiences and members of the future, recognising that our loyal supporters continue to expect best practice in diversity and inclusion

Creating a diverse and inclusive community of members and audiences has always been important to Bros. Therefore, we will continue to review and improve our processes and understanding to ensure best practice.

Expectations

Anti-discrimination – BROS does not accept discrimination**, victimisation, bullying or harassment in all its forms, including physical, verbal, written and online, towards any of its members, creatives or audiences and will treat all instances of discrimination**, victimisation, bullying or harassment extremely seriously, taking appropriate action in line with the Society’s Complaints Policy and Procedures and Social Media Policy. The Society will not discriminate or in any way treat anyone less favourably on the grounds of any protected characteristics*.

We have an appointed Inclusion, Equality and Diversity lead, whose role is to actively drive the aims of this policy. The general committee strongly promotes Inclusion, Equality and Diversity in all aspects of the Society’s activities and challenge views, dialogue and actions of others that are not in line with this policy.

Equality of Opportunity – We acknowledge that some casting decisions are based on requirements of a script and we will work with the rights holders when relevant to achieve equality of opportunity. However, equality of opportunity does not just apply to casting decisions. We will aim for equality of opportunity when seeking new members, new committee members, creative teams and backstage volunteers.

Equality of Access – The Society will try to meet the access requirements of all our members, audiences, and creatives. We aim to ensure that our meetings, events, rehearsal and performance venues and spaces are accessible to all, including wheelchair users. We can produce papers and scripts in large fonts, or provide audio versions of documents where applicable, for those with visual impairments. If you are disabled, become disabled, or have any other specific additional needs we encourage you to tell us about your condition and requirements so that we can consider what other reasonable adjustments or support may be appropriate to put in place. In order to enact and maintain effective transformational change with regards to Inclusion, Equality and Diversity.

BROS expects all members and employed creatives to adhere to the following rules:

- Value all members of the Society, audience members, appointed creatives and volunteers irrespective of background, socio-economic status, physical attributes and protected characteristics*
- Treat each other fairly and with respect.
- Recognise and value the individuality of members of the Society and ensure individual members receive any necessary support to participate in and access all opportunities that membership of the Society provides
- Make reasonable efforts and adjustments to remove barriers for individuals that may prevent them from participating in events, meetings, productions and performances

- Make reasonable efforts and adjustments to remove barriers for individuals that may prevent them from volunteering backstage. However, we recognise that backstage is an area in which safety is paramount and detailed risk assessments will inform us of the safest working arrangements and the most suitable and appropriate roles for individuals to undertake
- Report all instances of discrimination** to the Committee, in line with the Complaints Policy & Procedures
- If instances of discrimination** are witnessed towards a member of the Society or employed creative, this MUST be reported to a member of the Committee (please see our Complaints Policy and Procedures for details on how to do this)
- All existing members and appointed creatives should encourage the promotion of the Society as an Inclusive and accessible community

NB: *Protected Characteristics include race, colour, nationality, ethnic or national origin, gender, marital or civil partner status, pregnancy or maternity, sex or sexual orientation, age, disability and religion or belief.(Equality Act, 2010).

**Discrimination is defined as “The unjust or prejudicial treatment of an individual or group because of their protected characteristic/s*.” It is against the law to discriminate against anyone because of their age, disability, gender, race, ethnicity, marital or civil partner status, pregnancy or maternity status, religion or belief, sex or sexual orientation, as detailed in the Equality Act (2010).