Equality and Diversity Policy

Overview

Middlesbrough Youth Theatre is committed to encouraging equality and diversity among our volunteers and members, and in eliminating unlawful discrimination.

The aim is to present a representative workforce and member base, and for each individual to feel respected and able to participate fully and reach their potential without prejudice.

Purpose

This policy’s purpose is to;

* provide equality, fairness and respect for all in our organisation
* not unlawfully 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 (gender) and sexual orientation
* oppose and avoid all forms of unlawful discrimination. This includes in pay and benefits, terms and conditions of employment, dealing with grievances and discipline, dismissal, redundancy, leave for parents, requests for flexible working, and selection for employment, promotion, training or other developmental opportunities

Our Commitment

 As an organisation we commit to;

* Create an environment free of bullying, harassment, victimisation and unlawful discrimination
* Promote dignity and respect for all, and recognise individual differences and the value that they bring to MYT
* Take seriously complaints relating to bullying, harassment, victimisation and unlawful discrimination in the course of our activities
	+ Such acts will be dealt with under the Disciplinary procedures of the group, and may be referred to the committee for review
	+ We withhold the right to dismiss without notice in cases of serious complaints
	+ Any complaints which amount to criminal activity will be referred to Cleveland Police
* Decisions regarding members and volunteers being based on merit, unless in any necessary and limited exemptions and exceptions allowed under the Equality Act
* Make any reasonable adjustments to ensure members and volunteers are able to participate to the full of their ability