

Equality Statement: Tenderfoot Theatre

Tenderfoot Theatre's Equality Statement was created 30/01/2020.

Tenderfoot Theatre is committed to encouraging equality and diversity within our company and eliminating discrimination in the workplace. Our aim is to ensure that all persons involved with **Tenderfoot Theatre** are given equal opportunity and that our company represents where possible all sections of society. Every individual at **Tenderfoot Theatre** will be shown respect and value, thus will be able to work at their best as a result of this.

For the purposes of this policy, **Tenderfoot Theatre** defines 'equality' as:

- ensuring individuals or groups of individuals are not treated differently or less favourably on the basis of their specific protected characteristic.
- This is including but not limited to areas of race, gender, disability, religion or belief, sexual orientation, class or financial circumstance and age.

The purpose of this policy is to support our commitment in providing equality and fairness to everyone working with **Tenderfoot Theatre**. Therefore, the company will not under any circumstances provide less favourable treatment on the grounds of:

- Age
- Class and Financial Circumstances
- Disability – this is including but not limited to physical disability, mental disability and/or social development issues.
- Gender/Sex– this is including but not limited to gender identity, sex, sexual orientation, gender reassignment, marriage and civil partnership, and pregnancy/maternity.
- Race – this is including but not limited to ethnic origin, colour, or nationality.
- Beliefs – this is including but not limited to religious or political beliefs.

Tenderfoot Theatre is opposed to all forms of unlawful and unfair discrimination.

This policy forms part of the Terms and Conditions of Employment and applies to all paid/unpaid workers and volunteers. All individuals working with/for **Tenderfoot Theatre** will be given encouragement to develop their full potential and utilise their individual talents.

Tenderfoot Theatre will inform all individuals that an equality policy is in place and they will be obligated to adhere with its requirements and promote fairness in the workplace by actively promoting awareness, good practice and sound procedures.

This policy will be brought to the attention of any funding agencies, partnerships and job applicants. Our policy will be monitored and reviewed annually to ensure that equality is continuously promoted within the workspace.

Tenderfoot Theatre's equality policy is fully supported by the core management team.