

ANTI- DISCRIMINATION POLICY

Tenderfoot Theatre's Anti-Discrimination Policy was created and approved on 25th October 2022.

At **Tenderfoot Theatre**, we are committed to providing a caring, friendly, and safe environment for all. We believe everyone has the right to work in a safe and welcoming atmosphere, regardless of protected characteristics. Tenderfoot Theatre consider discrimination in any form anti-social behaviour which affects everyone. We have a zero-tolerance approach to discrimination at Tenderfoot Theatre and we are committed to a continuous journey of undoing our biases and fostering a diverse, inclusive working environment for all.

Glossary of Terms

For the purpose of this policy, Tenderfoot Theatre define the following terms:

Accessibility

The concept of whether a product or service can be used by everyone, regardless of disability or additional needs.

Anti-Semitism

The prejudice and discrimination against people who are ethnically or religiously Jewish, because they are Jewish.

Community

A community is a social unit with commonality such as place, norms, religion, values, customs, or identity.

Culture

The ideas, customs, and social behaviour of a particular people or society

Disability

Disability is the experience of any condition that makes it more difficult for a person to do certain activities or have equitable access within a given society.

Equality

The state of being equal, especially in status, rights and opportunities. Equality means each individual or group of people is given the same resources and opportunities, regardless of their circumstances.

Equity

Equity refers to fairness. It allocates the exact resources and opportunities needed to reach an equal outcome.

Glossary of Terms (continued)

Ethnicity

The quality or fact of belonging to a population group or subgroup made up of people who share a common cultural background or descent.

Exclusion

An instance of leaving something or someone out.

Gender

Gender is the range of characteristics and sex-based social structures pertaining to femininity, masculinity, and the non-binary.

Inclusion

the practice or policy of providing equal access to opportunities and resources for people who might otherwise be excluded or marginalised.

Misogyny

The dislike of, contempt for, or ingrained prejudice against women.

Neurodiversity

Neurodiversity refers to the natural range of difference in human brain function which is often used to describe alternative thinking styles, such as dyslexia, autism, and ASD.

Prejudice

A preconceived opinion that is not based on reason or actual experience.

Race

Race can refer to a person's colour or nationality (including citizenship). It can also refer to ethnic or national origins, which may not be the same as current nationality.

Glossary of Terms (continued)

Racism

The prejudice, discrimination, or antagonism by an individual, community, or institution against a person or people on the basis of their membership of a particular racial or ethnic group, typically one that is a minority or marginalized.

Sex

The trait that determines whether a sexually reproducing animal or plant produces male or female gametes. A person's sex refers to their physical characteristics at birth.

Sexism

Sexism is prejudice or discrimination based on sex or gender.

Sexuality

A person's identity in relation to the gender or genders to which they are typically attracted; sexual orientation.

Socioeconomic

The differences between groups of people relating to their social and financial situation.

What is discrimination?

Tenderfoot Theatre define 'discrimination' as any incident of negative behaviour towards another individual or group of people which is motivated by intolerance or hatred based on protected characteristics including but not limited to:

- Age.
- Appearance.
- Gender, sex, and gender identity.
- Sexuality or sexual orientation.
- Religion, beliefs, and culture.
- Race and ethnicity.
- Disability, neurodiversity, and health.
- Family, parenthood, and marital status.
- Socioeconomic background.

Discriminatory behaviour may be direct or indirect and may look like:

- The use of slurs and outdated terms which are rooted in bias and hate.
- The segregation or exclusion of individuals or communities.
- The withholding of opportunity or access based on difference.
- Preventing access or time to observe religious celebrations.
- The perpetuation of stereotypes and prejudiced ideologies (e.g. misogyny, anti-Semitism).
- Physical, verbal, sexual, or emotional harassment, assault, or bullying based on difference.
- The use of hate speech, or enactment of hate crimes.

Objectives

The objective of this policy is to prevent discrimination in the workplace and encourage a diverse, inclusive working environment at Tenderfoot Theatre. This policy forms a part of the terms and conditions of working with Tenderfoot Theatre and exists to ensure all individuals working with Tenderfoot Theatre understand the expectations of conduct and shared responsibility for equality and inclusion.

Tenderfoot Theatre operate a zero-tolerance approach to discrimination.

Tenderfoot Theatre are committed to a life-long journey of undoing personal bias, learning, and fostering a more equal community. Our diversity and equality will be monitored annually, and an Equality and Inclusion Report will be presented at our Annual General Meeting. This plan will detail our strategies to improve diversity and inclusion at Tenderfoot Theatre, and help us identify how best to hold space for communities working with the company.

All individuals employed by Tenderfoot Theatre are subject to compulsory Equality and Diversity training.

We encourage all incidents of discrimination to be reported. All reports of discrimination will be taken seriously and handled with respect, care, and confidentiality (*for more, see Confidentiality Agreement*).