

## Equal Opportunities & Diversity Policy

## September 2021

**Triple Threat Theatre Academy, Nine Trees Trading Estate, Morthen road, S66 9JG**

**Rebecca Noble – 07712 357388**

**Triple Threat Theatre Academy & Studios**
Equal Opportunities, Diversity and Social Inclusion Policy

This Policy affects all teachers ,volunteers and freelance practitioners working on behalf of Triple Threat Theatre Academy.

***Statement of General Policy***
Triple Threat Theatre Academy is committed to treating all users, customers volunteers, staff and partner organisations in a fair ,respectful and dignified manner. Triple Threat Theatre Academy strongly supports an anti-oppressive and equal opportunities approach in all its relationships, arrangements, practices and procedures.

**Race, Gender, Sexuality, Religion, Cultural and Ethnic background**
Triple Threat Theatre Academy will not knowingly enter into any professional, voluntary or contracted arrangement that discriminates against the race, gender, sexuality, religious persuasion, ageism, disabled, cultural or ethnic group or individual.
Triple Threat Theatre Academy will promote tolerance, understanding, acceptance and respect for all persons irrespective of their backgrounds. Triple Threat Theatre Academy values difference and diversity in all its forms . Triple Threat Theatre Academy acknowledges and respects the rights and responsibilities of individuals and groups and will always work in ways that maximises the opportunity to treat people with equality and opportunity to meet their potential for growth, development and enhancement of skill and knowledge.

**Social Inclusion**
Triple Threat Theatre Academy acknowledges that various social groups or individuals are at times marginalised or excludes. Triple Threat Theatre Academy will work positively through its staff and working relationships to include such groups and individuals in its activities and performances.

**Employment**Triple Threat Theatre Academy will work in ways to ensure as an employer for both paid staff and volunteers that equal opportunities are followed during any employment, hiring , engagement or recruiting activity for those contemplating working within the organisation and for those already working in the organisation. Triple Threat Theatre Academy will follow the principals of fairness and equal opportunities in all interactions with staff and volunteers.

**Bullying**Triple Threat Theatre Academy will not support or condone any form of bullying. Staff , volunteers ,teachers and freelance practitioners will be expected to challenge any bullying including physical, emotional sexual and economic.
Triple Threat Theatre Academy is aware that bullying can take many forms and can be direct, implied , third party and by electronic means ie text ,MSN, Facebook etc. Triple Threat Theatre Academy will endeavour to eliminate and resolve any bullying that its staff and volunteers become aware of and will if necessary refer on to other organisations including Children's Social care, Education service, Schools or the Police in instances of bullying.

**Complaints/ Representations**Triple Threat Theatre Academy takes all complaints seriously and will investigate any complaints. Triple Threat Theatre Academy will work with partner organisation to assist in the resolution of complaints . Triple Threat Theatre Academy welcomes feedback about its performance and will endeavour to respond in a positive and constructive way to any complaint made about Triple Threat Theatre Academy’s  service its staff or volunteers.  The contact person for complaints is Rebecca Noble who can be contacted on

07712 357 388

This Policy is linked to
Triple Threat Theatre Academy’s Safeguarding Policy and Procedure .
Triple Threat Theatre Academy’s Health and Safety Policy.

This policy will be reviewed annually
Last updated September 2021