

# Ruckus Theatre Company – Equality and Diversity Policy

## 1. Introduction

1.1. Ruckus Theatre Company is committed to celebrating diversity, positively promoting equality, fostering equal opportunities and tackling discrimination in all it does. This policy should be read and adhered to in conjunction with all our other policies. Any changes in service delivery will reflect this policy.

- All individuals and groups will be treated with respect and valued equally.
- We believe that no one, whatever their needs, should be disadvantaged in their contact with, or involvement in, Ruckus Theatre Company.
- We will actively promote race equality, and encourage the reporting of racist incidents so that we can take action to reduce the frequency of incidents and support the victims of racist behaviour.
- We will make ourselves accessible to everyone and will plan our meetings and events so that they are accessible to everyone.
- We will regularly review all our policies and procedures to ensure that they comply with legislation and good equalities practice. We will maintain an action plan.
- Internal endangerment of Company members on any basis, particularly with regards to any personal circumstance that falls under the Equality Act 2010, will not be tolerated and will constitute a serious breach of policy, providing satisfactory grounds for immediate dismissal from the Company.

## 2. Race

2.1. Ruckus Theatre Company is keen to actively promote racial equality in all its work. This means ensuring that the views and priorities of members from all ethnic minority groups are reflected in Ruckus Theatre Company policies. As part of our commitment to openness, we consult widely when developing and evaluating policies to ensure that the views of all stakeholders are taken into account.

- We will celebrate diversity, positively promote racial equality, foster equal opportunities and tackle discrimination in all that we do.
- Racism and racial harassment is not tolerated and will be challenged when it is encountered.
- We will record racial discrimination.
- We will have a zero-tolerance policy on racist behaviour.

### **3. Disability**

3.1 The Disability Discrimination Act says a “disabled person” has “a physical or mental impairment which has a substantial or long term adverse effect on their ability to carry out normal day-to-day activities.” It covers therefore a wide range of physical, sensory and mental disabilities including chronic mental problems and learning difficulties.

- We seek to identify and remove any policies and practices that disadvantage people with disabilities in their involvement with the company.
- People with disabilities will receive full and equal consideration throughout recruitment and audition processes.
- Disabled members of the Company will be supported through compliance with the requirements of the Disability Discrimination Act, and will be given additional support as appropriate.
- We will ensure we only use accessible public buildings for meetings and events.

- We will record ableist discrimination.
- We will have a zero-tolerance policy on ableist behaviour.

### **4. Age**

4.1 Age issues include the need for us to consider institutional age discrimination and how to remove it.

- People of all ages will receive full and equal consideration throughout recruitment and audition processes.
- We ensure that consultation and participation in decision making involves members of the company regardless of age or stage in life.
- Work-life balance, family, and caring commitments will be taken into account when assigning working commitments.
- We will record ageist discrimination.
- We will have a zero-tolerance policy on ageist behaviour.

## **5. Gender**

5.1 A range of working patterns is available to all members, with recognition given to the importance of work life balance, family and caring commitments for people of all genders.

- People of all genders will receive full and equal consideration throughout recruitment and audition processes.
- We will record sexist discrimination.
- We will have a zero-tolerance policy on sexist behaviour.

## **6. Religion and Belief**

6.1 Legislation on discrimination on the grounds of religion and belief covers any religion, religious belief, or similar philosophical belief. It does not include any philosophical or political belief unless that belief is similar to a religious belief.

- Ruckus Theatre Company will not tolerate harassment of members by reason of their religion or belief.
- No member, applicant, or auditionee will receive less favourable treatment on the grounds of their religion or belief.
- Ruckus Theatre Company will respond sensitively to balancing company requirements against issues such as requests for leave for religious observance, or in laying down rules on dress or costume.
- We will record discrimination based on religion or belief.
- We will have a zero-tolerance policy on discrimination based on religion or belief.

## 7. Sexual Orientation

7.1 Legislation on discrimination on the grounds of sexual orientation covers homosexual, heterosexual, and bi/pansexual people. It does not extend to sexual practices and sexual offences.

- Ruckus Theatre Company will not tolerate harassment of members or employees for reasons of their sexual orientation or gender identity.
- No member or job applicant or employee will receive less favourable treatment on the grounds of sexual orientation or gender identity, or will be disadvantaged by conditions or requirements that cannot be justified.
- A person's sexual orientation has no bearing whatsoever on their ability or suitability to do their job.
- We will record homophobic, biphobic, and transphobic discrimination.
- We will have a zero-tolerance policy on homophobic, biphobic, and transphobic behaviour.

The logo for Ruckus Theatre Co. features the word "RUCKUS" in a large, bold, sans-serif font. The letters are grey with a light blue and pink double-line shadow effect. Below "RUCKUS" is the text "THEATRE CO." in a smaller, all-caps, sans-serif font, also in grey with the same double-line shadow effect.