**Swan Theatre Equality and Diversity Policy**

**Equality Principles**

We believe that the Equality Act provides a framework to support our commitment to valuing

diversity, tackling discrimination, promoting equality, and fostering good relationships

between people. It also ensures that we continue to tackle issues of access to the Swan Theatre and its activities.

Our approach to equality is based on the following 6 key principles:

**1. All users of the Swan Theatre are of equal value.**

Whether or not they are disabled, whatever their ethnicity, culture, national origin or national

status, whatever their gender and gender identity, whatever their religious or non-religious

affiliation or faith background and whatever their sexual orientation, all users of the Swan Theatre are of equal value. We do this by ensuring access to the theatre, its membership, and to its events is open to all.

**2. We recognize, respect and value difference and understand that diversity is a strength.**

We take account of differences and strive to remove barriers and disadvantages which

people may face, in relation to disability, ethnicity, gender, religion, belief or faith and sexual

orientation. We believe that diversity is a strength, which should be respected and

celebrated by all members of the Swan Theatre Company. We seek to perform a diverse range of plays which appeal to a wide range of individuals regardless of background. We will work to ensure the Swan Theatre building is accessible to all members of the community.

**3. We foster positive attitudes and relationships.**

We actively promote positive attitudes and mutual respect between groups and communities

different from each other. By running a true community theatre, we are able to bring together individuals and groups of every background to work on common artistic endeavour.

**5. We observe good equalities practice for our members.**

We ensure that policies and procedures benefit all members in all aspects of the theatre. We will ensure all opportunities within the theatre are open to all – especially auditions for parts in plays and opportunities to be involved backstage. Decisions will be based purely on artistic need and merit regardless of background.

**6. We have the highest expectations of the behaviour of all our members and will challenge robustly prejudice and discrimination.**

We expect all members to abide by this policy and to challenge prejudice and discrimination. We will deal fairly and professionally with prejudice related incidents.