



The Swan Theatre **Equality and Diversity Policy** **(revision March 2025)**

Adopted date: 7th April 2025

Review undertaken by: Swan Theatre Secretary (Committee Officer)

Policy Review Period: Two years or whenever changes to legislation are introduced.

Next review date: March 2027

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 5 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.



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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.

4. 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.

5. 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.

Next Review Date: March 2027

Chairperson:

Name: _____

Date: _____

Policy Reviewer:

Name: _____

Date: _____