



EQUAL OPPORTUNITIES POLICY

Dusmagrik Productions are committed to promoting equal opportunities, to pursuing non-discriminatory policies and practice and eliminating unfair discrimination on grounds of age, gender, marital status, sexual orientation, religion, faith, class, nationality, creed, colour, ethnic origin, political belief or disability.

Dusmagrik Productions undertake and promote equal opportunities in auditions, rehearsals, in the execution of its curriculum, in employment and in teaching, ensuring all staff; volunteers and students have rights and responsibilities in relation to the promotion of equality.

In fulfilling our commitment to this policy, Dusmagrik Productions will:

- ★ Communicate to all volunteers, staff and students the Dusmagrik Productions Equal Opportunities policy, informing them of their responsibilities in promoting and maintaining equality.
- ★ Ensure all volunteers, staff and students are made aware that they have a personal responsibility to create and maintain an environment in which the individual is respected and each member is accountable for their own behavior.
- ★ Work to ensure that equality of opportunity is considered in all activities, for example in recruiting volunteers and staff and in recruiting and supporting students, in teaching and learning, in developing the curriculum.
- ★ Ensure all teaching and marketing materials reflect the schools commitment to the equality of opportunity.
- ★ Respect the wide diversity of the student body and will endeavour to ensure that systems and practices do not conflict with any cultural and religious beliefs.
- ★ Not tolerate any acts of discrimination or harassment by volunteers, staff or students, whether they are carried out intentionally or not, and will deal with such acts under its relevant disciplinary procedures.
- ★ Will ensure that no requirement or condition will be imposed without justification which could disadvantage individuals purely on any of the above grounds.
- ★ The overall responsibility for the policy lies with Karen Thompson – The Principal. However, all staff are required to comply with the policy and to act in accordance with its objectives so as to remove any barriers to equal opportunity.
- ★ The group will regularly review its procedures and selection criteria to ensure that individuals are selected, promoted and otherwise treated according to their relevant individual abilities and merits.

Dusmagrik Productions will not discriminate unfairly, either directly or indirectly, against any member of the school. This statement reflects and puts into practice this commitment.