

# Equality Policy

**WOW Youth Musical Theatre** recognises the existence of discrimination against people because of particular characteristics or beliefs and is committed to creating an equal opportunity environment, working to tackle all forms of oppression including those based on; race, creed, gender, culture, class, sexuality, learning ability, physical impairment, political beliefs and age.

**WOW** is committed to ensuring equality of opportunity to all users, staff and volunteers.

Staff and volunteers are expected to actively implement this policy by:

- Challenging prejudice and discrimination and recognising how damaging these can be for individuals and the wider community.
- Challenging stereotypes and promoting positive images and role models.
- Discouraging the use of discriminatory language and other unacceptable behaviours.
- Working with young people to understand and overcome their prejudices.
- Ensuring the club and any of its events are accessible to all young people.
- Considering the differing physical, mental, cultural and belief based needs of both staff/volunteers and young people when they are planning and executing work.
- Involving staff, volunteers and club members in decision making processes.
- As far as possible, the management committee, staff and volunteers will be representative of the community which they seek to serve.

This Policy will be given to all current or new workers/volunteers and can be provided to parents and members of the community on request.

**The management committee** will monitor the implementation of this Policy including an annual review of the Policy and any necessary revisions.

Signed:

Name and position in group: Alan McKechan - Chairman

Date: January 2017

Date for Review: January 2019