

Equality, Diversity and Inclusion Policy

Introduction

WOW Youth Musical Theatre is committed to encouraging equality, diversity and inclusion among our members, staff, Trustees and volunteers, and eliminating unlawful discrimination. The aim is for everyone at WOW to feel respected and be able to give their best.

In providing services and facilities, the organisation is also committed against unlawful discrimination of customers or the public.

Purpose

This policy's purpose is to:

1. Provide equality, fairness and respect for all members, staff and volunteers.
2. Not unlawfully discriminate because of the Equality Act 2010 protected characteristics of:
 - age
 - disability
 - gender reassignment
 - marriage and civil partnership
 - pregnancy and maternity
 - race (including colour, nationality, and ethnic or national origin)
 - religion or belief
 - sex
 - sexual orientation
3. Oppose and avoid all forms of unlawful discrimination.

Our commitments

WOW commits to:

1. Encourage equality, diversity and inclusion in the organisation.
2. Create a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all are recognised and valued.

3. Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination.

4. 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 activities and events are accessible to all members.
- 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, Trustees, staff and volunteers will be representative of the community which they seek to serve.

This policy will be published on our website and drawn to the attention of new staff and volunteers.

Agreement to follow this policy

The equality, diversity and inclusion policy is fully supported by our Trustees, who will monitor the implementation of this Policy including a regular review of the Policy.

Version Control - Approval and Review

Version No	Approved By	Approval Date	Main Changes	Review Period
1.0	Trustees	Jan 2017	Based on Dorset Youth Model Policy	Annually
2.0	Trustees	12/06/24	Additions from ACAS model policy	Annually