



# Equality & Diversity Policy

## If Something Isn't Right

You should speak with a committee officer or consult our **[grievance policy](#)** or **[whistleblowing policy](#)**.

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## Introduction

**The society believes that we are best when we value every member for who they are as an individual.**

Our aim is to create and maintain a safe, vibrant, and inclusive society where our members and their experience is valued equally to allow the members to grow in the society and for the society to grow and further its aims.

We are committed to reach the position where everything we do has the right equality and diversity considerations built in from the beginning.

To this end, we acknowledge the following basic rights for all members and prospective members: to be treated with respect and dignity,

- to be treated fairly with regard to all productions and society functions, and
- to receive encouragement to reach their full potential.
- We expect every member to follow and uphold these rights and speak up when something isn't right.

## Discrimination

No member will be discriminated against. This includes, but is not limited to, the basis of gender, race, nationality, ethnic or national origin, religious or political beliefs, disability, social background, family circumstance, or sexual orientation.

As a theatrical organisation, BATS is committed to making as many roles as open as possible; but from time to time some roles may have required characteristics that we are obligated to follow and may mean that, on occasion, it is not possible to cast someone in a role because of a characteristic that would otherwise be protected.

This is known as a Genuine Occupational Requirement (GOR) and is legal in the UK under [The Equalities Act 2010 \[Schedule 9, Part 1, Paragraph 1\]](#). As an example, if the role calls for an actor to authentically portray

Queen Victoria in her later years, it would be acceptable to state that only women of the approximate age could audition for the role.

## Accessibility

The society is committed, where the society has the power, to making as many reasonable adjustments as it takes to ensure a member is included to their satisfaction. For each production, the society will make every effort to make rehearsal spaces and performance venues as accessible as possible by working with the members to support their individual needs.

You should communicate your access needs with the committee and/or the director of the production you're working on.