

2ENGAGE EQUAL OPPORTUNITIES AND DIVERSITY 2024

Set out below is a plan for achieving further steps towards meeting 2engage Performing Arts CIC Company Equal Opportunities commitments, which include race, equality and disability. The Equal Opportunities and Diversity Committee consisting of Edward Morris and Philip Goss has been set up to take this forward across the whole company.

2engage Performing Arts Company are committed to offering equal opportunities to all workers and will not discriminate regardless of gender, gender reassignment, marital status (including civil partnerships), race, ethnic origin, colour, nationality, national origin, caste, disability, sexual orientation, religion or age. The only exception will be where there is an essential requirement to recruit somebody with personal characteristics and where such requirement has been identified beforehand and is contained in the Job Description and/or the Person Specification. 2engage will treat all workers fairly and respectfully and will adhere to the Equality Act 2010.

POLICY COMMITMENTS

1. Support the planning, development, monitoring and review of the Policy through the Equal Opportunities and Diversity Committee, chaired by a director.
2. Consult both within and out of 2engage Performing Arts Company on the Policy and on its implementation.
3. Publicise the Policy to staff and clients of the company and, where appropriate, to prospective staff and students.
4. Provide training and guidance in all aspects of equal opportunities, for all staff and for those involved in the recruitment, appraisal and review of new staff.
5. Establish and promote fair procedures for the recruitment, selection and promotion of staff.
6. Establish and promote fair procedures for the recruitment, admission, assessment and support of students and clients.
7. Establish and promote working and learning environments which are accessible to all.
8. Monitor and analyse the staff recruitment, employment and retention procedures.
10. Use language in official communication that promotes the letter and spirit of this Policy.
11. Review existing policies and procedures to ensure that they promote diversity in their language and operation.
12. Use disciplinary procedures to deal with breaches of this Policy.
13. Introduce positive action initiatives to promote diversity, including the elimination of unlawful racial discrimination and the promotion of equality of opportunity and good relations between persons of different backgrounds
14. Ensure that equality issues are taken into account by external contractors and other providers of services.
15. Include Action plan on Induction, Staff Development and Feedback Processes.