

EQUAL OPPORTUNITIES POLICY

- Box Clever is committed to promoting theatre as an activity for all.
- The Company is committed to providing access for all people to the arts, as participants and practitioners, throughout the range of its activities.
- In order to achieve this, Box Clever undertakes to ensure that all job applicants, employees and participants in the range of company activities, are treated equally and encouraged to develop and maximise their true potential irrespective of gender, marital status, social class, colour, race, ethnic origin, creed, disability, sexual orientation, age or offending background.
- Box Clever recognises discrimination as being a process of acting unfairly against an individual or group by exclusion, verbal comment, and denigration, failure to appreciate needs or the assumption of such needs without consultation.
- Box Clever uses the Criminal Records Bureau (CRB) Disclosure service to assess applicants' suitability for positions of trust. Box Clever complies fully with the CRB Code of Practice and undertakes to treat all applicants for positions fairly. It undertakes not to discriminate unfairly against any subject of a Disclosure on the basis of conviction, or other information revealed.
- The Company believes that the value of an equal opportunities policy lies not merely in its intention, but in its practical delivery. It is the responsibility of the Artistic Director, General Manager and 'GOLD' Subcommittee, to regularly monitor effectiveness in all areas of company operation – recruitment, artistic programming, touring, marketing and training – and develop the policy where necessary and make reports to the Board of Trustees.
- Integrated casting, which promotes positive images and does not perpetuate traditional stereotypes of race, disability, sexuality and sex, forms part of this policy. When casting, the aim is to reflect the composition of society as a whole in terms of race, sexuality, sex and disability.
- Sexual harassment, abusive behaviour including sexist, racist and other oppressive language or behaviour, will not be tolerated. It will be treated as an act of gross misconduct by Company members and dealt with under Box Clever's disciplinary procedure which could result in summary dismissal.
- Any Company member (and any person applying to become a Company member) who feels that they have been discriminated against by the Company or its members, is encouraged to raise their concern either formally or informally with the Trustee who chairs the 'GOLD' Sub-Committee.
- Box Clever aims to promote an ethos of mutual respect and each member of the Company has responsibility for their own compliance. Any violation of this policy by any Company Member will be treated as a serious breach of contract.