



EQUAL OPPORTUNITIES POLICY

1. Introduction

- 1.1 The King's Lynn Players is a thriving amateur theatre group. Our aim is to encourage the support and involvement of the local community in our efforts to present first-class theatrical productions to a high professional standard.
- 1.2 The King's Lynn Players recognise that everyone has a contribution to make to our society and a right to equal opportunity.
- 1.3 No member, volunteer or organisation/individual which participates in amateur dramatics or other activities associated with the King's Lynn Players will be discriminated against by us on the grounds of:
 - gender (including sex, marriage or civil partner status, gender re-assignment);
 - race (including ethnic origin, colour, nationality and national origin);
 - disability;
 - sexual orientation;
 - religion or belief;
 - age.
- 1.4 We call these, together with any other criterion such party-political views or socio-economic status as not relevant to the point at issue a "Protected Characteristic".
- 1.5 This policy sets out our approach to equal opportunities and the avoidance of discrimination. Our committee has overall responsibility for the effective operation of this policy, and we ask that all members do what they can to help make sure that the policy works in practice.
- 1.6 All of our members, audiences, have the right to be treated fairly, equitably and with respect.
- 1.7 The King's Lynn Players aims to promote equality of access, equality of treatment and equality of opportunity, and to challenge discrimination wherever it occurs.
- 1.8 We will consider very carefully all feedback and take reasonable steps to respond to suggestions and complaints as quickly as we can.

2. Equality of Access

- 2.1 The King's Lynn Players will try to meet the access requirements of all our members, ticket holders [and other individuals who participate in our activities]. We will try to ensure that all our meeting, rehearsal venues and performance spaces are accessible to wheelchair users, where possible. We acknowledge that the current accessibility issues at The Guildhall of St George, King's Lynn are in the main inaccessible to all but a few, however, where possible we will utilise other venues and offer opportunities for individuals to see later rehearsals.
- 2.2 If requested, we can produce papers and scripts in large fonts for those with visual impairments. If you are disabled or become disabled, we encourage you to tell us about your condition so that we can consider what other reasonable adjustments or support may be appropriate.

2. Equality of Treatment

- 2.1 The King's Lynn Players is committed to equal treatment of all our members, ticket holders [and other users of our facilities]. We ask that all our suppliers abide by an equal opportunities policy too.
- 2.2 We will not treat any person less fairly than others on the grounds of any Protected Characteristic. We will not expect any person to comply with membership requirements that are different to those that apply to others due only to a Protected Characteristic.
- 2.3 We do not allow any person to be victimised or harassed.

3. Equality of Opportunity

- 3.1 The King's Lynn Players will not discriminate or in any way treat anyone less favourably due to a Protected Characteristic. We acknowledge that some casting decisions are based on the requirements of a script, and we will work with rights holders when relevant to achieve equality of opportunity, wherever possible.
- 3.2 However, equality of opportunity does not just apply to casting decisions. We will also aim for equality of opportunity when seeking new members and new committee members, and when selecting members of the creative team, backstage and front of house volunteers.
- 3.3 When appropriate, we will take positive steps to meet the needs of underrepresented communities, especially when making invitations to our events and productions.

4. Anti-discrimination Procedure

- 4.1 The King's Lynn Players will not tolerate harassment or other unlawful discriminatory behaviour, whether physical or verbal and will ensure that appropriate action is taken whenever it occurs.
- 4.2 Any person guilty of unacceptable behaviour may be asked to leave the meeting, event or production, may be suspended from office or any appointment or role, and may be banned from being a member of The King's Lynn Players. We reserve a right to take other appropriate action as our committee deems fit.

5. Complaints Procedure

- 5.1 In the event that any person feels that they have suffered discrimination in any way, we ask that the following procedure be followed:
- a) The matter should be reported to the Chair of the King's Lynn Players or another member of the King's Lynn Players committee. The report should include as much detail about the nature, time and place of the objectionable behaviour as possible.
 - b) Please include any suggestions on how the situation can be addressed to your satisfaction.
 - c) The Committee will consider the complaint as soon as possible. You will be kept informed about the decision-making processes and actions taken. A record will be archived by the Secretary.
 - d) All information will normally be treated confidentially but any allegation of a criminal offence, or any safeguarding concerns, will be passed to the appropriate authorities depending on the nature of the incident.

6. Policy Implementation and Review

- 6.1 The successful implementation of this policy depends on the awareness and commitment of all Committee members. Hence, all volunteers/members will be made aware of its existence on joining The King's Lynn Players, and reminded they must conform with it on a regular basis.

Name: Wendy Fisher
Position: Chairman

Approved by the Kings Lynn Players Committee: 24 April 2023
Due for review: April 2026 or earlier if change is required.

With acknowledgements to NODA (National Operatic and Dramatic Association)