

Box Tale Soup Equality & Diversity Policy

Box Tale Soup is committed to implement, support and promote inclusivity, diversity and equal opportunities in relation to its staff, its work and throughout the theatre sector. We are opposed to all forms of unlawful and unfair discrimination. All who work for or with us will be treated fairly and will not be discriminated against on the basis of age, disability, gender identity or reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation and socio-economic background.

Box Tale Soup recognises that the promotion of inclusive practice (in thinking, communications and actions) and of equal opportunities in all its activities will benefit the organisation. The company also recognises that pro-active encouragement of diversity will make a valuable contribution towards the development of the artform we support, pushing creative boundaries and ensuring that the greatest possible range of voices is reflected in the work created.

Box Tale Soup values the Creative Case for Diversity as set out by Arts Council England.

Box Tale Soup is committed to:

- Promoting equality of opportunity for all persons, by making our events accessible to every individual regardless of gender, age, ethnic origin, religious belief, disability, marital status, sexual orientation, socio-economic background or any other individual characteristic which may unfairly affect a person's opportunities in life.
- Ensuring that decisions on recruitment are made purely on the basis of aptitude and ability and are not subject to unlawful discrimination.
- Providing a work environment in which all employees are treated with respect and dignity, and that is free of harassment.
- Providing equal pay in employment; all employees, regardless of biological sex or gender identity, should receive equal pay for like work and level of experience, work rated as equivalent or work of equal value and will endeavour to maintain a pay system that is transparent, free from bias and based on objective criteria.
- Ensuring the language used in written and verbal communication follows best practice in inclusive communications.
- Fulfilling all legal obligations under equality legislation and associated codes of practice.

Breaches of the company's Equality and Diversity policy and associated policies may be treated as gross misconduct and could render the employee liable to summary dismissal.

Implementation

Box Tale Soup's board of trustees together with the Artistic Directors have responsibility for ensuring the effective implementation of this policy. The company expects all staff to abide by the policy and to help create the environment of equality and inclusivity which is its objective.

In order to implement this policy, Box Tale Soup will:

- Ensure the Board understands their responsibilities in relation to the Equality & Diversity policy.
- Incorporate equal opportunities notices into general communications practices (e.g. announcements, job advertisements etc).
- Review this policy on an annual basis at Board level.

Complaints

Staff who believe that they have suffered any form of discrimination, harassment or victimisation are entitled to raise the matter with the Board or Artistic Directors. All complaints of discrimination will be dealt with seriously, promptly and confidentially.