

EQUAL OPPORTUNITIES POLICY

Attic Theatre Company is committed to our Equal Opportunities policy, throughout our staff employment, administration, artistic policy and content.

Attic seeks to celebrate human diversity, promote positive discrimination and where possible challenge traditional stereotypes of race, sexuality, sex or disability. One of our key aims is to reflect the composition of society.

- Attic undertakes to ensure that all job applicants, employees, volunteers and participants in the range of company activities are treated equally and given the chance to develop and maximise their true potential irrespective of gender, marital status, social class, colour, race, ethnic origin, religious belief, disability, sexual orientation, political opinion/affiliation or age. Alongside this, each member of the Company has a responsibility to comply with the policy. Any violation of this policy by any Company member will be treated as a serious breach of contract.
- We acknowledge the need to reflect the cultural diversity within our society even in areas that are not racially mixed. Attic welcomes feedback from all our service users on any aspect of our equal opportunities policy, both verbally and through written consultation. We monitor and analyse our service users, in order that we can use the findings to make our projects more inclusive towards offering equal opportunities.
- Attic's criteria for selecting any individual is their ability to fulfil the role, whether it be casting for a production, workshop or in an administrative or organisational capacity. Attic positively welcomes under-represented groups in society in terms of race, sexuality, gender and disability.
- Attic recognises the necessity at times to regard being of a particular racial group as a genuine occupational qualification for casting where, as expressed under section 5 (2) (a) of the Race Relations Act 1976, a person of that racial group is required for reasons of authenticity. Attic abides by ITC's Integrated Casting policy which can be found [here](#)
- Attic endeavours to advertise our vacancies through our website and independent media and not limit advertising to trade journals.
- Attic believes that our Equal Opportunities policy should be actively delivered and regards it to be the responsibility of the Management team to regularly monitor its implementation and effectiveness.
- As an organisation that uses the Disclosure and Barring Service (DBS), Attic complies fully with the DBS Code of Practice and undertakes to treat all applicants for positions fairly.
- Sexual harassment, abusive behaviour including sexist, racist and other oppressive language or behaviour will not be tolerated. If necessary the act of misconduct will be dealt with under Attic's disciplinary procedure and could result in 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

welcome to raise their concern either formally or informally with the Board of Trustees.