



Young People's Puppet Theatre

www.yppt.org.uk
Tel: 07914 830 730
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EQUITY, DIVERSITY AND INCLUSION POLICY

Approved on 29th July 2023
Next review before 31st August 2024

Introduction

The Young People's Puppet Theatre (YPPT) is an equal opportunities organisation and is committed to the principles of equality, diversity and inclusion in all its business activities, employment practices, policies and procedures including recruitment, training, remuneration, promotion and terms and conditions of employment.

The YPPT is committed to eliminating discrimination and encouraging diversity amongst its employees, both internally and in its dealings with customers and business partners. The YPPT also aims to treat all stakeholders, customers and business partners with respect and dignity where a diversity of backgrounds and experience is valued.

This policy applies to all employment activities and relationships from recruitment, through working conditions and benefits to termination processes. By following this policy, YPPT aims to promote good practice and reduce the likelihood of discrimination or harassment occurring.

Policy Statement

The YPPT is committed to both the elimination of unlawful discrimination and the positive promotion and celebration of equality and diversity.

Its policy is to treat all employees, contractors, job applicants and Board members fairly and equally. To achieve this, the YPPT understands and approaches diversity in its broadest and most inclusive sense. This includes differences defined by social and cultural categories including sex, race, sexual orientation, religion, belief, marital status, age, disability, ethnic origin, colour, nationality, civil partnership status or trans-gender status, pregnancy and maternity, unrelated criminal convictions, or membership or non-membership of a trade union in line with the Equality Act 2010.

The YPPT recognises that there can be differences between the physical sex and gender assigned at birth and an individual's gender identity/expression, therefore, this policy also covers discrimination on the basis of a person's gender identity. The YPPT further acknowledges differences that cut across social and cultural categories but are equally significant to equality of opportunity and inclusion such as health, education, economic and material disadvantage.

The YPPT will undertake all its functions and activities in a manner that makes its services and opportunities accessible to all. Wherever possible the YPPT will address issues of under-



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representation and inclusion within the resources and remit of the organisation.

Arrangements

Staff and Governance

The YPPT will strive to ensure that:

- all opportunities for being involved in the organisation are available regardless of gender, gender reassignment, marriage and civil partnership, pregnancy and maternity, religion, sexual orientation, disability, ethnicity, and age. This relates to:
 - membership of the board of trustees
 - management and staff
 - freelance project leaders
 - the type of schools and groups to which the organisation provides services.
- all staff and project leaders are treated with respect and fairness.
- all aspects of selection procedures are free from bias.
- Equal Opportunity monitoring forms are part of every application process and will be processed following data protection principles.
- all staff will be treated consistently in terms of access to professional development.

Forms of Discrimination

The following are the forms of discrimination that may give rise to a complaint and for which disciplinary action will be taken:

- **Direct Discrimination** – Treating a person less favourably than a person without that protected characteristic (such as age, race sex etc) would be treated. This also applies where the individual is thought to have that characteristic (perceived discrimination) or because they associate with someone who has a protected characteristic (associative discrimination).
- **Indirect Discrimination** – where a practice or criterion applies to everyone but significantly disadvantages people who share a protected characteristic.
- **Victimisation** – one person treating another person less favourably than they would treat other people because that person has made or supported a complaint or raised a grievance under the Act, or because they are suspected of doing so.
- **Harassment** – for a reason relating to a person's age, race, sex (including gender reassignment), disability, religion/belief or sexual orientation another person engages in unwanted conduct which may violate the person's dignity or creates an intimidating, hostile or degrading, humiliating or offensive environment for that person, even if it is not directed at them.

All cases of such behaviour will be investigated, and the YPPT will treat all complaints fairly, quickly and with confidentiality. Any grievance arising from the Equity, Diversity and Inclusion Policy will be dealt with using the existing Grievance Procedure.



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Project, workshops and residencies

The organisation will seek to:

- ensure that its equity, diversity and inclusion policy is reflected in its programme of workshops, projects and residencies, and in its library of scripts.
- achieve participation in its projects by involving a wide range of schools and youth groups across the territory in which it operates.
- ensure that school staff and youth group leaders are involved as partners in all activities.
- ensure that all participants are treated with respect and fairness, and enabled to take responsibility for their own role in projects and productions.

Our offices are located on an upper floor, but there is step-free access with a lift. The vast majority of our work takes place at schools which will not normally suffer access restrictions.