

LPOS Equality, Diversity, and Inclusion Policy

Littlehampton Players Operatic Society (LPOS) is committed to the principles of equality, diversity, and inclusion in all aspects of its activities. LPOS recognises and understands that the Equality Act 2010 legally protects people from discrimination, harassment, and victimisation, and applies to everyone in Britain. The Act sets out nine personal characteristics protected by law:

- **Age**
- **Disability**
- **Gender reassignment**
- **Marriage and civil partnership**
- **Pregnancy and maternity**
- **Race**
- **Religion or belief**
- **Sex**
- **Sexual orientation**

The purpose of this policy is to:

- Set out our commitment to providing a safe, fair, and inclusive environment for all members and how we will achieve this. In developing this policy we have sought guidance from the National Operatic and Dramatic Association (NODA), the Charity Excellence framework, and other local societies.
- Provide equality, fairness, and respect for all who are members of, and connected to, the society.
- Not unlawfully discriminate because of the Equality Act 2010 *protected characteristics* listed above.
- Oppose and avoid all forms of unlawful discrimination.

Aims

LPOS recognises and values the diversity of its members, associates, and patrons, and it is the intention of the society to ensure that no current or potential members, trustees, or volunteers are treated less fairly as a result of discrimination; whether intentional or unintentional, direct or indirect. Membership is open to anyone over 16 years of age regardless of the factors listed above.

We aim to create a safe and welcoming environment for everyone, giving people from different backgrounds and experiences the opportunity to learn from one another.

Responsibility

LPOS welcomes and values the diversity of its members, creatives, and patrons, and we believe that everyone has the right to be treated fairly, equitably, and with respect. Creating a diverse and inclusive community of members is important, and we will continue to review and improve our processes and understanding to ensure best practice.

Expectations and commitments

We will strive to promote and encourage equality, diversity, and inclusion, and to create an environment within the society that is free of discrimination.

LPOS does not accept discrimination in any form. This includes, but is not limited to, victimisation, bullying, or harassment – including verbal, written, and online forms – towards any of its members, creatives, or audience members.

We will treat all instances of discrimination very seriously, and will take appropriate action. We have an appointed Inclusion, Equality and Diversity lead, whose role is to actively drive the aims of this policy and ensure it is adhered to.

The committee will promote Inclusion, Equality, and Diversity in all aspects of the society's activities and will challenge views, dialogue, and the actions of others that are not in line with this policy. We will take seriously complaints of bullying, harassment, and unlawful discrimination.

Equality of opportunity and access

We acknowledge that some casting decisions will necessarily be based on requirements of a production's script, and we will work with the rightsholders to achieve equality of opportunity; not just in casting decisions, but also when seeking new members, creatives, and backstage volunteers.

The society will strive to meet access requirements for all our members, creatives, and audience members.

We will aim to ensure that our meetings, events, rehearsals, and performance venues are accessible to all, including wheelchair users.

Where required, we will produce scripts with large fonts or provide audio versions.

If a member or associate has specific needs, we will encourage them to tell us about their condition (in confidence, if required) so that we can consider what reasonable adjustments can be put in place for them.

LPOS expects all members and creatives to adhere to the following commitments:

- Value all members of the society, audience members, creatives, and volunteers irrespective of their background, socio-economic status, physical attributes, and protected characteristics (as listed on the first page of this document).
- Treat each other fairly and with respect.
- Recognise and value the individuality of members of the society, and ensure that each member receives any necessary support to participate in, and access, all opportunities that membership of the society provides.
- Make reasonable efforts and adjustments to remove barriers for individuals that may prevent them from participating in events, meetings, and performances.
- Make reasonable efforts and adjustments to remove barriers for individuals that may wish to volunteer backstage (we recognise, however, that backstage is an area where safety is paramount, and we will conduct the necessary risk assessments to ensure the safest way to do this).
- Report any instances of perceived discrimination to the committee.
- All members and creatives should actively encourage the promotion of the society as an inclusive and accessible community.

Inclusion, Equality, and Diversity Lead:
Katrina O'Neill

Policy to be reviewed annually.

Last review: 23 August 2023

Next review: 22 August 2024