

## SBPlayers Equal Opportunities Policy

### What does equal opportunities mean and why should it affect me?

Equal opportunities does not mean political correctness and it is not just a legal requirement of employers. It is about treating people the same way whatever their background or social situation - literally making sure that everyone has an equal opportunity to take advantage of whatever activity or service your society has to offer.

### There are four acts of Parliament dealing with Equal Opportunities:

The Sex Discrimination Act (1975), The Race Relations Act (1976), The Equal Pay Act (1985), The Disability Discrimination Act (1995). The acts talk about access to employment, goods and services.

### The SBPlayers Principles:

The SBPlayers Amateur Dramatics Group supports this policy in respect that it will not discriminate on the grounds of: race, ethnic or national origins, gender, marital status, sexual orientation, age, disability, religious or political beliefs or socio-economic status. We aim to encourage, value and manage diversity and recognise that talent and potential can come from across the whole population. Diversity adds value and should be respected and valued at all times. The SBPlayers recognise that people both in our society and those that support us can be victims of discrimination through exclusion, verbal comments, denigration, harassment, victimisation or by being failed to have their needs recognised. All forms of discrimination are unacceptable, regardless of whether the intent to discriminate or not was present. All members of the SBPlayers have a duty to fully support and abide by the Equal Opportunities Policy, ensuring that the policy is effective in the prevention of discrimination to both members and supporters of the group. Should members suspect discriminatory acts or practices are taking place, this should be brought to the attention of the named person on the committee responsible for the Equal Opportunities being enforced (see below for named person).

### The SBPlayers Statement of Intent:

SBPlayers Amateur Dramatic group aims to create a culture that respects and values each other's differences, that promotes dignity, equality and diversity, and that encourages individuals to develop and maximise their true potential. We aim to remove any barriers, bias or discrimination that prevent individuals or groups from realising their potential and contributing fully to our organisation's performance and to develop an organisational culture that positively values diversity. We are committed wherever practicable, to achieving and maintaining a membership that broadly reflects the local community in which we operate. Our aim is that our membership will be truly representative of all sections of our community. Intimidation, harassment and bullying will not be tolerated and may lead to disciplinary action (being asked to leave the group).

SBPlayers Amateur Dramatics will challenge discrimination in its own policies. It aims to provide equality and fairness for all members of the group and its volunteers, irrespective of gender, marital status, race, ethnic origin, colour, nationality, national origin, religion or belief, disability, sexual orientation, gender reassignment or age. All complaints/correspondence regarding Equal Opportunities should be made to JEANINE KATHRYN GUY in the first instance:

Tel: 01652 408823 / Mob: 07879 777267 / email: [admin@sbplayers.co.uk](mailto:admin@sbplayers.co.uk)

This policy will be regularly monitored by the Executive Committee of the society and will be subject to annual review.

*Jeanine Guy*

Jeanine Guy  
(Chair / Child Protection Officer)

*Martin James*

Martin James  
(Vice-Chair)