

Equality and Diversity

The King's Head Theatre's Equal Opportunities statement, below, will underpin all of our activities in 2018-24. The King's Head Theatre has 3 broad, Equality Aims throughout 2018-24:

- A Respond to the ACE Creative Case for Diversity
- B Audience development and widening public engagement
- C Diversify the King's Head Theatre's workforce including our artists and creative team

Equal Opportunities Statement

KH Theatre Limited is committed to promoting theatre as an activity for all.

KH Theatre Limited is committed to eliminating discrimination and encouraging diversity across all the areas of our work. Our aim is that our workforce will be truly representative of all sections of society and each employee feels respected and able to give of their best.

To that end the purpose of this statement is to provide equality and fairness for all in our employment and not to discriminate on grounds of gender and gender reassignment, marital or maternal status, race (including nationality and national origin), disability, sexual orientation, religion or age. We are also committed to promoting equality across differing socio-economic groups.

We oppose all forms of unlawful and unfair discrimination.

All employees, whether part-time, full-time or temporary, will be treated fairly and with respect. Selection for employment, promotion or any other benefit will be on the basis of aptitude and ability. All employees will be helped and encouraged to develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the effectiveness of the organisation.

Our commitment:

- To create an environment in which individual differences and the contributions of all our staff are recognised and valued.
- Every employee is entitled to a working environment that promotes dignity and respect to all.
- No form of intimidation, bullying or harassment will be tolerated.
- Training and development opportunities are available to all staff.
- Equality in the workplace is good management practice and makes sound business sense.
- We will review all our employment practices and procedures to ensure fairness.
- Breaches of our equality policy will be regarded as misconduct and could lead to disciplinary proceedings.
- The policy will be monitored and reviewed annually, and the value of this policy lies not merely in its intention but in its practical delivery.
- The Senior Management are responsible for implementing and monitoring the effectiveness of the policy, the Board is accountable for the policy, and it is the duty of all the staff to promote equality of opportunity. Each member of the company has responsibility for their own compliance. KH Theatre Limited and its Board, both as an employer and a provider of services, has an awareness of its responsibilities under the Equality Duty 2011 and Equality Act 2010.