



THE HERD THEATRE EQUALITY AND DIVERSITY POLICY

CONTENTS

- 1) Overall statement
- 2) Aims
- 3) What will we do
- 4) Our Legal Duties
- 5) Code of Conduct
- 6) Dealing with Discrimination or Harassment
- 7) Review

1) Overall statement

The Herd exist to provide arts experiences for children and families, with a focus on accessibility and reaching people who are traditionally underserved and underrepresented in the arts. Promoting equality and valuing diversity is fundamental to our mission.

The purpose of this Equality and Diversity Policy is a written agreement created by the organisation, about how The Herd will avoid discriminating against people, and The Herd will create a safe and inclusive atmosphere for freelancers, audiences and participants. It also outlines how to manage a situation in which someone has been treated unfairly or disrespectfully within the organisation.

The Directors of The Herd recognise some individuals, groups and communities are more likely to face discrimination, harassment and exclusion in society. Community groups can ignore or discriminate against particular disadvantaged groups unintentionally, without realising this is what is happening. The purpose of this policy is to about help the organisation create an environment which is as safe and inclusive as possible for anyone who would like to work with, and participate in, and become an audience member of our work.

This policy exists to ensure equal access to the employment, participant and audience opportunities that are available in every dimension of our work.

We will not accept unfair discrimination or less favourable treatment on the grounds of race, sex, gender, sexual orientation, age, religion or belief, disability, class, marriage and civil partnership, gender re-assignment or pregnancy and maternity activity as an employer or in the running of our organisation.

The Herd are an Equal Opportunities employer. The commitments in this policy underpin all our work.

2) AIMS

The aim of this policy is to ensure The Herd is an organisation where;

- Every woman, man, non-binary person, young person and child involved in our work, feels welcome and is able to participate at their best.
- Our participants, audiences, staff teams will be as diverse as the general population.
- Decisions are fair and based on merit, competence and potential.
- In our work we take account of individuals' experiences and needs.
- Unfair discrimination is not tolerated.

We understand that to do this we will need to address the root causes and impacts of stereotyping, prejudice, discrimination, harassment and victimisation as well as the indirect discrimination that can unintentionally arise from our policies, practices and procedures.

Through this policy we also aim to;

- Attract and retain Freelancers, Participants, Audience members, Steering Board members, Funders and Consultants that reflect the diverse communities in which we operate and who are committed to our equality principles.
- Build an organisational culture that is tolerant, open and inclusive and where people feel safe, where differences are accepted, engagement is apparent and the contributions of all are encouraged, valued and respected.
- Mainstream equality into every aspect of our work including employment, fundraising, project conception, marketing, productions and workshops, so that we can meet the needs of all who interact with The Herd.

3) What we will do

In order to translate this policy into action we will;

- We will be as accessible as possible to audience members, artists and participants who have a disability - this means thinking about accessibility at the start of a project, through consultation with a Disability Consultant.
- We acknowledge that currently we are a company led by white artists and think about how we can prioritise racial diversity in our recruitment and training to develop and encourage people of colour in our sector.
- We acknowledge that currently we are a company led by non-disabled artists and think about how we can prioritise representation of disability in our recruitment and training to develop and encourage people with a disability in our sector.
- Levelling the playing field for disabled Freelancers, participants and audience members through the provision of reasonable adjustments for disabled individuals, in every stage of our work from interview to delivery.
- Our shows will be as affordable as possible - Always having 'pay what you can' in our productions. The aim to reach families and children from low-social economic backgrounds.
- Our shows will reach as diverse an audience as possible through continually developing producing models, audience development and participatory work.
- Communicate this policy to all our freelancers and participants, so that they are aware of our commitment to treat them fairly and their obligation to operate in line with this policy.

- Make this policy available to our audience members, the general public on our website.
- Take appropriate action when incidents occur which breach this policy (see point 4).
- Monitor and collect evidence on the impact of our policies, practices, procedures and workplace cultures on equality issues. Implement tailored positive actions to respond to the evidence we collect.

4) Our Legal Duties

The Equality Act 2010 is that everyone has the right to be treated fairly at work or when using services. It protects people from discrimination by freelancers and service providers on the basis of nine protected characteristics;

Age

Disability

Gender reassignment

Marriage and civil partnership

Pregnancy and maternity

Race

Religion or belief

Sex

Gender

Sexual orientation

In addition to the above we will not treat freelancers, audience members or participants unfairly on the grounds of class. We exist to reduce financial and cultural barriers that unfairly prevent engagement with our work, and will not tolerate cultural discrimination on the basis of class.

The Equality Act protects our Directors, Freelancers, Audience members, Volunteers, Participants and Steering Board members against;

Direct discrimination: This occurs where, because of a protected characteristic, a person receives worse treatment than someone who does not have that characteristic. For example, an employee is turned down for a job because their manager believes that their sexual orientation will prevent them gaining their team's respect. However, different treatment because of age is not unlawful direct or indirect discrimination if you can justify it, i.e. if you

can demonstrate that it is a proportionate means of meeting a legitimate aim. Age is the only protected characteristic that allows freelancers to justify direct discrimination.

Discrimination by association: This is discrimination against someone because they associate with another person who possesses a protected characteristic. For example, a man is treated less favourably at an event because of his friendship with an individual who is transgender

Perception discrimination: This is discrimination against an individual because others think (incorrectly) that they possess a protected characteristic. For example, an employee is not offered the chance to represent her company at a major event because her line manager believes she has mental health issues.

Indirect discrimination: This occurs when there is a policy or a practice that applies to everyone but which particularly disadvantages people with a protected characteristic compared with people who do not have that characteristic. For example, including unnecessary criteria in a person specification that could increase the barriers for those with certain characteristics to applying.

Harassment: This is unwanted conduct related to a protected characteristic, which has the purpose or effect of violating an individual's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual.

Victimisation: This occurs when a person is treated less favourably than someone else because they have complained about discrimination, or are suspected of doing so or have supported someone else who has.

We expect our activists, staff, volunteers, Board members, contractors, consultants and visitors to behave in accordance with the above provisions. We will make our commitment to equality clear in our working with members, supporters and donors.

5) Code of Conduct

The Directors have a responsibility to;

- Create, develop and monitor this policy.
- Take responsibility for the delivery of this policy.

- Act as Equality champions and Anti-Racism in the organisation.
- Consider barriers to Equality and Diversity in the conception of projects and productions, and create action plans to ensure as accessible projects as possible.
- Implement a fair recruitment process when assembling teams
- Ensure robust Equality and Diversity policies from partners and organisations when assembling teams for projects.
- Ensure freelancers and participants are fully aware of their responsibilities under this policy.

All Freelancers (including the Directors) have a responsibility to;

- Treat others with dignity and respect.
- Report discrimination, bullying, unfair treatment or harassment that they experience or witness
- Help identify discriminatory practices or procedures and bring these to the attention of The Herd's Directors.
- Contribute to creating an inclusive learning environment that values difference.
- Express opinions constructively with sensitivity and respect.

Our participants' agree to;

- Play their part in creating an environment where everyone feels valued and respected.
- Treat others with dignity and respect.
- Tell facilitators (Freelancers or Directors) of discrimination, bullying, unfair treatment or harassment that they experience or witness.
- Express opinions constructively with sensitivity and respect.

6) Dealing with Discrimination or Harassment

If any feels they have experienced or witnessed discrimination by Freelancers, Participants or Audience members of The Herd, they should raise this as soon as possible with one of the Directors.

The Directors will investigate the complaint, listening to all members involved. (If the complaint is against another employee or director, that member will not be part of conducting the investigation). If the complaint is against a particular individual, this person will have the opportunity to express their point of view. The person making the complaint will also have this opportunity.

If the complaint is against The Herd as an organisation, the directors will listen and work to ensure that such discrimination is not repeated in the future and produce an action plan of how they propose to do this.

Any decision to exclude a person from the organisation due to discriminatory or harassing behaviour will be made with reference to breach of this policy and/or Employee contract .

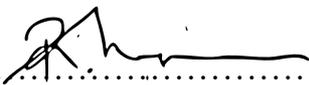
We will support people who feel they have been harassed or discriminated against, and will not victimise or treat them less well because they have raised this.

7) Review

This policy was written and formally adopted by the Directors of The Herd on 25th September 2020 and will be reviewed at least every 2 years.

The review will focus on tracking progress, identifying challenges to delivery and devising ways to overcome these as well as checking that the policy aims and actions remain relevant.

Signed by:



.....

Ruby Thompson Co-Director of The Herd



.....

Sam Caseley, Co-Director of The Herd