



Knaresborough Youth Theatre Equality and Diversity Policy

Introduction

Knaresborough Youth Theatre (KYT) is committed to promoting diversity, inclusion, and equality in all aspects of our organisation, including our workshops, holiday programs, and staffing. We believe that embracing diversity and fostering an inclusive environment benefits everyone and helps us create a vibrant, creative, and supportive community. This Diversity and Equality Policy outlines our commitment to ensuring that everyone is treated fairly, with respect, and without discrimination.

Scope

This policy applies to all staff, volunteers, participants, and anyone associated with KYT, including parents/guardians, partners, and contractors.

Policy Statement

KYT is dedicated to:

- a) Providing equal opportunities for all, regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation.
- b) Encouraging a diverse and inclusive environment where everyone is treated with dignity, respect, and fairness.
- c) Actively challenging and addressing any form of discrimination, harassment, or victimisation.
- d) Ensuring that our programming, activities, and opportunities are accessible and inclusive for all participants.

Roles and Responsibilities

- a) The KYT Board of Directors is responsible for overseeing the implementation and review of this Diversity and Equality Policy.
- b) The Diversity and Equality Officer, Rowena Lloyd, is responsible for promoting and monitoring diversity and inclusion within KYT, as well as addressing any concerns or issues related to diversity and equality.
- c) All staff and volunteers are responsible for familiarising themselves with this policy and adhering to its principles in their daily interactions and work within KYT.

Recruitment and Training

KYT is committed to ensuring that our recruitment and training processes are fair, transparent, and inclusive. We will:



- a) Advertise job and volunteer opportunities widely to attract a diverse pool of applicants.
- b) Implement a fair and unbiased selection process that focuses on relevant skills, qualifications, and experience.
- c) Provide equal opportunities for training, development, and advancement to all staff and volunteers.
- d) Deliver training on diversity, inclusion, and equality to all staff and volunteers as part of their induction and ongoing development.

Addressing Discrimination, Harassment, and Bullying

KYT has a zero-tolerance policy towards any form of discrimination, harassment, or bullying. Anyone who witnesses or experiences such behaviour should report the incident to the Diversity and Equality Officer or a member of the Board of Directors. All reports will be treated seriously and confidentially, and appropriate action will be taken to address the issue and support those affected.

Monitoring and Review

KYT will regularly monitor the effectiveness of this Diversity and Equality Policy and make any necessary adjustments to ensure it remains relevant and effective. This includes gathering and analysing data on participation, staff demographics, and feedback from our community. The policy will be reviewed annually or as required by changes in legislation or best practices.

Last Updated: 19/03/2023

Signed by:
Rowena Lloyd Diversity and Equality Officer
Knaresborough Youth Theatre