Quaintwood Players

Diversity and Equality Policy

Quaintwood Players is committed to treating all people equally and with respect. We aim to create a safe and welcoming atmosphere for everyone irrespective of race, ethnicity, nationality, creed, gender, class, learning ability, physical impairment, mental illness, age, occupation, income, wealth, race, religion or belief, sex, or sexual orientation.

Diversity & Equality policy

Quaintwood Players is an amateur drama group open to all persons over 18 in the local area.

Accessibility

All our meetings and events are held in venues that are accessible to wheelchair users.

When there are more than 40 people at an event, we aim to use a PA system to support good audibility.

We hold our AGM in Grendon village hall which is wheelchair accessible.

We are committed to ensuring any QP member is able to attend our activities, so we will reassess our access requirements to meet the needs of new members or changing needs of existing members.

Diversity

Our Group is open to all adults with an interest in theatre/performance.

We do not charge a membership fee and are open to anyone who wants to join, irrespective of their financial situation.

The Group should be open to new ideas, and particularly prioritise opportunities for members to share their cultural heritage with one another.

Inclusion and respect

Every QP member should be made to feel equally welcome and included at all auditions, rehearsals, performances, meetings and events.

Sexist, racist, homophobic, transphobic or otherwise offensive and inflammatory remarks and behaviour are not acceptable.

These constitute harassment and have no place in the Group.

Embedding the policy

An important part of achieving our policy is in creating an open and honest culture, where everyone feels safe to challenge unacceptable behaviours, is mindful of other members reactions to comments and where everyone feels able to raise concerns with each other or with a member of the committee.

Dealing with discrimination and harassment

If any member feels they have been discriminated against by the Group or harassed at a Group event, they should raise this with the committee.

The committee will investigate the complaint, listening to all members involved. (If the complaint is against a committee member, 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, accompanied by a friend. The person making the complaint will also have this opportunity.

If the complaint is against the Group as a whole, the Committee must examine the complaint and come to a decision on validity. If the complaint is upheld, the committee must work to ensure that such discrimination is not repeated in the future and must inform the members 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 the group's constitution.

The group 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.

This policy was agreed and adopted at the AGM on 15th July 2019 and reviewed on 28th March 2022.

Signed:	Chair
	Secretary
	Committee
	Committee
	Committee
	Committee