



Theatre for a Change Equal Opportunities Policy Statement

1. Introduction

Equal Opportunities are at the heart of Theatre for a Change's (TfaC's) methods and practices. The philosophy of the organisation, its aim, target groups, beneficiaries and geographical location are all based on the principles of the United Nations Declaration of Human Rights.

1.1 Philosophy of Theatre for a Change

We believe in the power of creative communication strategies as a means for people living in poverty to participate in practical and strategic ways of improving their economic and social status. In this way, marginalized voices can be heard and human rights can be claimed by individuals and communities.

1.2 Vision, Mission, Objectives, Goal and Purpose

OUR VISION

We want to see marginalised and vulnerable groups empowered with knowledge, awareness, and skills to positively transform their lives and the lives of others at local, national, and international levels.

OUR MISSION

To provide impactful and innovative approaches to empowering people with the knowledge, awareness, and skills they need to promote gender equality for sexual and reproductive health.

ORGANISATIONAL OBJECTIVES

1. Behaviour Change: To equip specific vulnerable groups in target areas with the knowledge and skills to positively change their behaviours and those of others.

2. Advocacy: To promote gender and sexual rights of specific groups in target areas among policy and decision makers at local, national, and international levels.



OUR PURPOSE

The empowerment of women and girls, particularly in their sexual and reproductive health.

We recognise that it is essential to provide equal opportunities to everyone who comes into contact with our work without discrimination. This policy sets out the organisation's position on equal opportunity in all aspects of employment, including recruitment and promotion, and provides guidance and encouragement to employees at all levels to act fairly and prevent discrimination on the grounds of race, HIV status, sexual orientation, marital status, disability as defined by the UK Disability Discrimination Act 1995 (regardless of local laws), part-time and fixed term contract status, or religion.

2. Definition of Discrimination

- (a) Discrimination can be direct or indirect. Both forms of discrimination must be avoided.
- (b) Direct discrimination occurs when one person is treated less favourably than another on grounds relating to race, HIV status, sexual orientation, marital status, age, disability, or religion.
- (c) Indirect discrimination occurs where requirements are imposed which can be complied with by a smaller proportion of persons of a particular race, HIV status, sexual orientation, marital status, disability, part-time or fixed term contract status, or religion, than persons in another group and which is not objectively justifiable in the given situation.

3. Statement of policy

- (a) It is the policy of Theatre for a Change to ensure that no member of staff, trainee, participant or job applicant receives less favourable treatment on the grounds of race, HIV status, sexual orientation, marital status, disability, part-time or fixed term contract status or religion, is disadvantaged by conditions or requirements that cannot be shown to be justifiable. The organisation is committed not only to its legal obligations but also to the positive promotion of equality of opportunity in all aspects of employment and training.
- (b) The organisation recognises that adhering to our EO policy combined with relevant employment policies and practices, maximises the effective use of individuals in both the organisation's and employees' best interests. Theatre for a Change recognises the great benefits in having a diverse workforce with different backgrounds, solely employed on ability.
- (c) The application of recruitment, training, and promotion policies to all individuals will be on the basis of job requirements and the individual's ability and merits.
- (d) All employees of the organisation will be made aware of the provisions of this policy.

4. Recruitment and promotion

(a) Advertisements for posts will give sufficiently clear and accurate information to enable potential applicants to assess their own suitability for the post. Information about vacant posts will be provided in such a manner that does not restrict its audience in terms of race, HIV status, sexual orientation, marital status, disability, part-time or fixed term contract status or religion.

(b) Recruitment literature will not imply a preference for one group of applicants unless there is a genuine occupational qualification which limits the post to this particular group, in which case this must be clearly stated.

(c) All vacancies will be circulated internally and externally.

(d) All descriptions and specifications for posts will include only requirements that are necessary and justifiable for the effective performance of the job.

(e) All selection will be thorough, conducted against defined criteria and will deal only with the applicant's suitability for the job. Where it is necessary to ask questions relating to personal circumstances, these will be related purely to job requirements and asked to all candidates.

5. Employment

(a) Theatre for a Change will not discriminate on the basis of sex, race, marital status, disability, age, part-time or fixed term contract status, sexual orientation or religion in the allocation of duties between employees employed at any level with comparable job descriptions.

(b) All employees will be considered solely on their merits for career development and promotion with equal opportunities for all.

6. Training

(a) Employees will be provided with appropriate training regardless of sex, race, HIV status, sexual orientation, marital status, disability, age, part-time or fixed term contract status or religion.

(b) All employees will be encouraged to discuss their career prospects and training needs with their Line Manager or the HR Department.

7. Monitoring

(a) It is the responsibility of the Head of HR to ensure that all aspects of this policy are kept under review and are operated throughout the organisation.



(b) Where it appears that applicants/employees are not being offered equal opportunities, circumstances will be investigated to identify any policies or criteria which exclude or discourage certain employees and, if so, whether these are justifiable.

8. Grievances and victimisation

(a) Theatre for a Change emphasises that discrimination is unacceptable conduct which may lead to disciplinary action under the organisation's Disciplinary Procedure.

(b) Any complaints of discrimination will be pursued through the organisation's Grievance Procedure.