



LGBTQ+ & GENDER EQUALITY POLICY

Introduction

Together for Theatre Productions is a society open to anyone sharing our interest in Amateur Theatre regardless of a person's background. We are fully aware of the spectrum of sexualities and genders, and strongly believe that a person should be able to express themselves however they wish, without fear of prejudice or stereotyping.

This policy sets out our approach to gender & sexual orientation equality and the avoidance of discrimination. Our committee has overall responsibility for the effective operation of this policy, and we ask that all members do what they can to help make sure that the policy works in practice.

Many of the points raised in this policy can also be found in the Equal Opportunities policy, however the committee felt it necessary to have an individual policy on this matter.

Aim

All of our members and ticket holders have the right to be treated fairly, equitably and with respect.

Together for Theatre Productions aims to promote equality of equality of treatment and equality of opportunity, and to challenge discrimination wherever it occurs.

We also aim to ensure we use our platform as a form of education into this equality, and aim to educate mistakes rather than call them out as a deliberate act before investigation.

We will consider very carefully all feedback, and take reasonable steps to respond to suggestions and complaints as quickly as we can.

Equality of Treatment

Together for Theatre Productions is committed to equal treatment of all our members & ticket holders. We ask that all our suppliers abide by an equal opportunities policy too.

We will not treat any person less fairly than others on the grounds of any Protected Characteristic. We will not expect any person to comply with membership requirements that are different to those that apply to others due only to a Protected Characteristic.

We do not allow any person to be victimised or harassed.

Equality of Opportunity

We will not discriminate or in any way treat anyone less favourably due to a Protected Characteristic. We acknowledge that some casting decisions are based on the requirements of a script, and we will work with rights holders when relevant to achieve equality of opportunity. We will however, always ensure to cast on ability in an audition, and will never seek to "virtue cast", as we believe in meritocracy.

Equality of opportunity does not just apply to casting decisions. We will also aim for equality of opportunity when seeking new members and new committee members, and when selecting members of the creative team, backstage and front of house volunteers.

Gender Identity

Together for Theatre Productions is fully committed to ensure that all of our members feel comfortable to express their gender as much or as little as they desire. Should a member

wish to disclose their gender and pronouns at an introduction, we will be fully accepting and respectful of their decision; however, should a member not wish to disclose their pronouns, they should never be made to feel as though they have to, and any instances where this disclosure is forced will be treated as an act of discrimination.

We are also understanding that there will be occurrences when someone is misgendered, and the majority of the time this will be entirely accidental. For example, when referring to someone new, or someone who has been known for a long time using new pronouns; we strongly encourage all of our members and suppliers that if they are misgendered, that they politely give a gentle reminder of their pronouns.

However, if the guilty person repeatedly misgenders, or they use the incorrect genders as a form of insult, then this translates into an act of discrimination, and will be dealt with as per our Anti-Discrimination Procedure.

Anti-discrimination procedure

Together for Theatre Productions will not tolerate harassment or other unlawful discriminatory behaviour, whether physical or verbal and will ensure that appropriate action is taken whenever it occurs.

Any person guilty of unacceptable behaviour may be asked to leave the meeting, event or production, may be suspended from office or any appointment or role, and may be banned from being a member of Together for Theatre Productions. We reserve a right to take other appropriate action as our committee deems fit.

This Policy is dated 27th May 2022 and is due for review May 2027.