**EQUAL OPPORTUNITIES:**

***Our Vision***

To see a healthy diverse dance sector in Scotland/globally that supports experimentation; values and supports work created; accepts that there are no barriers to taking part and has opportunities for disabled and non-disabled dancers to flourish.

We are committed to a policy of equal opportunity in all our activities.

We do this by developing innovative collaborative work with disabled and non-disabled artists that interweaves a physicality, derivative of strong contemporary dance technique, to reveal the unusual and the inspiring in the everyday and mundane to create high quality contemporary dance performance and an education program that is accessible, engaging, entertaining and thought provoking.



Integration and equality of disabled and non-disabled people is the founding ethos of Marc Brew Company. We wish to eliminate all forms of discrimination and harassment, and actively promote equality and integration of all people, creating an accessible environment where everyone can participate on an equal basis.

MARC BREW COMPANY is committed to equal opportunities policy and practice and will ensure that all employees and service users, both actual and potential, are treated equally and as individuals regardless of age, disability, ethnic or national origin, gender, marital or parental status, political belief, race, religion or sexual orientation.

In implementing this policy MARC BREW COMPANY will take account of the following legislation:

This equal opportunities policy will be implemented across all aspects of the organisation’s work:

 Equal Pay Act 1970

 Sex Discrimination Act 1975

 Race Relations Act 1976

 Disability Discrimination Act 1995

 Human Rights Act 1998

 Race Relations (Amendment) Act 2000

 Civil Partnership Act 2004

 Disability Discrimination Act 2005

 Equality Act 2006

And the following regulations:

 Sex Discrimination (Gender Reassignment) Regulations 1999

 Race Relations Act 1976 (Amendment) Regulations 2003

 Equal Pay Act (EPA) 1970 (Amendment) Regulations 2003

 Employment Equality (Sexual Orientation) Regulations 2003

 Employment Equality (Religion or Belief) Regulations 2003

 Employment Equality (Sex Discrimination) Regulations 2005

 Employment Equality (Age) Regulations 2006

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the appointment of members to its Board of Management or Committee; the appointment of staff, their conditions of service and employment procedures; all dealings with the public and service users.

BOARD OF MANAGEMENT / COMMITTEE

MARC BREW COMPANY will aim to ensure that the Board of Management/Committee of the organisation is representative of the community and users which it serves. The Board of Management/Committee will be responsible for ensuring that the equal opportunities policy is properly implemented, monitored and reviewed. The members of the Board of Management/Committee will aim to undertake equal opportunities training.

STAFFING/VOLUNTEERING

MARC BREW COMPANY will ensure that no job applicant, employee or volunteer receives less favourable treatment than another on grounds of age, disability, ethnic origin, marital or parental status, political belief, religion, gender or sexual orientation.

MARC BREW COMPANY is committed to undertaking open recruitment and selection procedures and wherever possible all vacancies will be advertised and fair and equitable shortlisting and interview processes will be followed.

Employees of and volunteers working with the organisation will be informed of the equal opportunities policy and receive training on equal opportunities issues as appropriate.

MARC BREW COMPANY will also ensure that the changing and developing needs of staff and volunteers are recognised and appropriate adjustments made to working conditions and/or training provided.

MARC BREW COMPANY operates disciplinary, grievance or complaints procedures which all staff will be appraised of. Behaviour or actions against the spirit and /or letter of the equal opportunity laws, on which this policy is based, will be considered serious disciplinary matters.

PUBLIC AND SERVICE USERS

MARC BREW COMPANY aims to make its services accessible to as wide a range of the public as possible and in order to achieve this will take steps to remove barriers which prevent potential audience, participants members and users from having equal access to the organisation’s activities. This will include:

 ensuring that activities take place in venues and premises which are accessible to disabled people,

 providing facilities for disabled people to enable them to participate fully in activities e.g. induction loop, interpreters,

 ensuring that the design of publicity material takes account of the needs of disabled people both in terms of print, format, information on access;

 encouraging and enabling people from underrepresented groups to attend and participate.