Equal opportunities policy

Face Front Inclusive Theatre Company (FFIT/Face Front) recognises that certain groups and individuals in society have suffered and continue to suffer discrimination.

In its commitment to counteracting such discrimination and in the interest of good employment and contractual practices; Face Front aims to ensure that, in line with current legislation: no job applicant, employee, volunteer or project participant receives less favourable treatment on the grounds of their age, class, colour, disability, gender, national/ethnic origin, union membership or non-union membership, race, religious belief, sexual orientation, criminal record, a positive result from HIV testing, nor is disadvantaged by conditions or requirements which cannot be shown to be justifiable.

Face Front aims to promote tolerance and opportunity for all, irrespective of an individual's personal circumstances. Face Front is committed to removing barriers to equal opportunities and to developing a programme of positive action in all areas of organisational practice and policy to redress any inequalities that have arisen and to make its equal opportunities policy fully effective. The company requires that all source material and artistic content of performances and workshops reflect the above statement.

Face Front will not tolerate unfair discrimination against any members of its staff or service users by any of its employees or by other persons appointed to the service of the organisation.

Face Front believes that it is in the organisation’s best interests, and in the interest of all who work in and for it, to ensure that the human resources, talents and skills available throughout the culturally diverse communities that comprise society are considered when employment, Trustee and volunteer opportunities arise.
Definition of direct and indirect discrimination
Direct discrimination has been defined as: ‘treating a person less favourably on grounds of colour, race nationality, ethnic or national origins, sex, marital status, or because of disability’

Indirect discrimination has been defined as:
‘Applying any requirement or a condition which, though applied equally to everybody has a disproportionate impact on, say, women or black people in that fewer can comply than the proportion of other people - unless the requirement or condition can be shown to be justifiable irrespective of colour, race etc.’

Who is the policy intended for?
All Face Front employees, the creative team, trustees, volunteers, trainees, freelance artists and contracted staff involved in the organisation are obliged to act in accordance with the policy. Face Front will also promote the policy to project participants.

Implementation.
The CEO and the Trustees of Face Front are jointly responsible for implementing and monitoring the policy.

Employment Policy and Procedures.
Selection criteria and procedures will be reviewed on a regular basis by the board of trustees to ensure that individuals are treated equally and fairly and the decisions on recruitment, selection, training, promotion, and career management are based solely on objective and job-related criteria.

Where possible, employees, freelance artists and contracted staff and the board of trustees will reflect the make-up of the groups they are working with.

Face Front has a formal Grievance and Disciplinary Policy, which is an integral part of all employee contracts and agreements of service. The company is committed to dealing sensitively and effectively with complaints of discrimination, victimisation, or harassment.

Artistic Programming and Delivery.
Face Front believes that involvement in the arts can benefit everyone,
regardless of their age, or background. However, the company recognizes that existing arts activity and opportunities often exclude disabled people, or people who experience other disadvantage.

Face Front was created to encourage access to the arts for the widest possible range of people. In particular, it seeks to promote disabled artists and encourage social and cultural exchange by providing innovative Disability and Inclusive Arts activities.

Face Front seeks to promote equality of access to the arts and improve cultural representation, providing creative opportunities in which the experiences of all people can be celebrated.

Face Front aims to promote an annual programme of projects that is inclusive of the cultural diversity of this country, in a way that respects and values individual and cultural differences.

**Equal Opportunities training.**
This policy is to be made available to, and discussed with, all new employees, and circulated with job application information. The need for formal race and disability equality training will be assessed.

Staff and Board members dealing with recruitment will be trained in the practices and procedures set out in Face Front's good practice policies.

**Training, development and promotion.**
Face Front believes it is important for people to have the chance to learn and to develop their skills, benefiting both themselves and the organisation, and allowing for the possibility of senior posts in society being attainable by a more diverse group of people than is currently the case.

Employees are therefore encouraged and required to take part in relevant training, which will, where possible, take into account the employee's preferred methods of learning.

**Monitoring**
Face Front's practice and procedures will be monitored to ensure the success of its equal opportunities policy. Access to any information gained through

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*Face Front’s performing arts groups*
this process will be kept confidential.

**Reviewing the Policy**
Face Front is committed to reviewing the policy regularly and making changes if necessary, seeking advice and following best practice.

**Customer relationships**
Face Front aims to create an environment, which is as open and inclusive as possible to everyone involved in the organisation. This will be achieved through marketing measures, pricing policies, attention to access requirements for disabled people, and keeping a welcoming venue.

**Equal Opportunities Partnerships.**
Face Front recognises and supports Equal Opportunities policies approved by other bodies with whom it has links: such as the Arts Council of England, Enfield Council and London Councils. Face Front will seek to promote and exchange aspects of Equal Opportunities practice in our financial or practical partnerships with these organisations.
FACE FRONT INCLUSIVE THEATRE
Statement on Cultural Diversity

Face Front Inclusive Theatre Company (FFIT) exists to promote inclusive participatory arts programmes and professional performances in a multi accessible style by engaging with disabled artists of all kinds.

Face Front respects and values the artistic and creative contributions of this country’s culturally diverse ethnic communities.

Face Front is committed to promoting and highlighting artist work that is issue-based and inclusive of all cultures.

Face Front's work is dedicated to promoting tolerance and opportunity for all irrespective of a person's circumstances. We recognise that certain groups and individuals in society have experienced and continue to experience discrimination.

Face Front is committed to counteracting such discrimination, to removing barriers to equal opportunities and to developing a programme of positive action in all areas of organisational practice and policy to redress any inequalities that arise.

Face Front believes that it is in the organisation's best interests, and in the interest of all who work in and for it, to ensure that the human resources, talents and skills available throughout the culturally diverse communities that comprise society are considered when employment opportunities arise.

Face Front is continually monitoring and evaluating its practices, activities and policies in order to ensure full inclusion of a diversity of cultures.
FACE FRONT INCLUSIVE THEATRE
CULTURAL DIVERSITY ACTION PLAN

Face Front acts as an advocate for disability culture and inclusion seeks to include representatives from a wide range of London’s culturally diverse communities.

Face Front undertakes to review its human resources, systems and operations on an annual basis. The results of each review will be made available to Face Front staff, members and to our funders.

Face Front’s Annual Review aims

- To ensure that Face Front reflects the cultural diversity of London’s disabled and non-disabled artists and audiences in every aspect of its operations and activities. Face Front has developed an equal opportunities policy statement in line with best practice.
- To review the Discipline and Grievance Policy every 6 months.
- To ensure that Face Front's Board of directors, staff (paid, voluntary and freelance) and consultants to the company reflect the diversity of London's communities.
- To review current ethnic and equality monitoring information showing both salaried and voluntary staff in post, position in the organisation, recruitment and selection.
- To reach its targets in representation positive action will be taken to increase Black and minority ethnic and disabled artists and staff, Management or Consultants.
- To review past practice, targets and outcomes in relation to participants and audiences of Face Front’s activities.
- To ensure that all Face Front's advice and information, with particular emphasis on our Continuing Professional Development services are delivered in an equitable and accessible manner in order to meet the requirements of disabled and neurodiverse people from all backgrounds.
- To provide equality and diversity awareness training throughout its induction and other training programmes.
Accountability
Face Front is directly accountable to its funders from whom we will seek guidance in order to achieve best practice.

Related Policies and procedures
This policy should be read alongside our related organisational policies:
Ethical Fundraising Policy
Grievance, Disciplinary, Bullying and Harassment Policy
Policy on Recruitment of Ex-Offenders
Safeguarding Child and Vulnerable Persons Policy
Staff Review/Appraisal and Development
Training and Development Policy
Volunteer Policy and Induction

LAST REVIEWED
October 2022

REVIEW
March 2023