

Equal Opportunities and Discrimination Policy

Introduction

Nuneaton Arts CIO is committed to developing and maintaining good practice in Equal Opportunities and in relation to Discrimination. We acknowledge that individuals and groups may be disadvantaged because of one or many factors: age, class, disability, gender, health, marital status, race, religion, culture or sexual orientation. We are committed to promoting equality of opportunity throughout all of our activities.

Employment and Volunteering

We have an open approach towards the employment of individuals either on a salaried or voluntary basis. No differentiation shall be made between any potential employee or volunteer based on age, class, disability, gender, health, marital status, race, religion, culture or sexual orientation. The exception to this would be where the practicalities of the building and space would make it impossible for an individual to carry out the duties required in a safe manner (for example, there is no wheelchair access to the stage level, the control room, or the upstairs rehearsal and meeting rooms and there is no practical way to provide this in the current building)

Hirers

We offer the auditorium and other spaces for hire to any individual or group who wishes to use it for purposes within our charitable objectives. Our decision to accept or decline a hire request will be based around our scheduling requirements and our overall agreed plan for the balance of work presented on stage. Factors such as age, class, disability, gender, health, marital status, race, religion, culture or sexual orientation will not be considered and will not influence our decisions.

Audiences

Our starting point is that tickets are available to all, and we do nothing to collect information on the background or circumstances of the ticket buyer. The exceptions to this are:

1. For most shows we promote we have a minimum age limit of 3 years, to minimise noise and disruption to the audience as a whole
2. We recommend hirers apply a minimum age limit of 3 years unless shows are specifically designed for young children.
3. Some hirers may restrict ticket sales to their own group members and families.