



Equal Opportunities Policy

Statement of Intent

tutti frutti is committed to promoting theatre as an activity for all.

tutti frutti strives to provide access for all people to the arts as participants and practitioners, throughout the range of its activities.

In order to achieve this, tutti frutti undertakes to ensure that all Trustees, job applicants, employees and participants in the range of company activities are treated equally and encouraged to develop and maximise their true potential. tutti frutti aims to ensure that no group or individual is discriminated against on the grounds of the 9 protected characteristics in the Equality Act 2010; Gender, race, marriage and civil partnerships, gender reassignment, disability, sexual orientation, religion and belief, age, plus care of dependants, social economic barriers and class. tutti frutti aims to embrace the multicultural nature of our society.

tutti frutti recognises discrimination as being a process of acting unfairly against an individual or group by exclusion, verbal comment, and denigration, failure to appreciate needs or the assumption of such needs without consultation.

tutti frutti believes that the value of an equal opportunities policy lies not merely in its intention but in its practical delivery. It is important, therefore, that the company also reflects, where possible, its Equal Opportunities policy within the content of its programme of work.

The company has drawn together an Equality Action Plan detailing how it will deliver this policy and covers the following areas

1. Recruitment and training
2. Artistic policy and programming
3. Marketing and audience development
4. Governance and board development
5. Partnership and collaborations
6. Monitoring and evaluation

As an employer, tutti frutti will conform to relevant anti-discrimination legislation, using current and future legislation as a guide to good employment practice.

Statement of policy

(a) It is the policy of tutti frutti to ensure that no job applicant or employee receives less favourable treatment on the grounds of the 9 protected characteristics in the Equality Act 2010; Gender, race, marriage and civil partnerships, gender reassignment, disability, sexual orientation, religion and belief, age, plus care of dependants, social economic barriers and class. The company is committed not only to its legal obligations but also to the positive promotion of equality of opportunity in all aspects of employment.

(b) The company recognises that adhering to the Equal Opportunities Policy, combined with relevant employment policies and practices, maximises the effective use of individuals in both the company's and employees' best interests. tutti frutti 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 company will be made aware of the provisions of this policy.

Recruitment and training

(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 the 9 protected characteristics in the Equality Act 2010 (listed above).

(b) The statement '**As an equal opportunities employer tutti frutti actively encourages applications from individuals that reflect the diverse make up of modern Britain**'. will appear on all recruitment adverts and on the website and publicity material. The policy will be made available on the company's updated website.

(c) 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 will be clearly stated.

(d) All vacancies will be advertised externally.

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

(f) 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.

Employment

(a) tutti frutti will not discriminate on the basis of on the grounds of the 9 protected characteristics in the Equality Act 2010 as listed in the allocation of duties between employees employed at any level with comparable job descriptions.

(b) tutti frutti will put in place any reasonable measures and/or adjustments within the workplace for those employees who become disabled during employment or for disabled appointees.

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

(d) All contract, permanent and volunteer staff who work with children or vulnerable adults must undergo a DBS Check to disclose any relevant criminal records. The company can process this for new staff.

Training

(a) Employees will be provided with appropriate training regardless of the grounds of the 9 protected characteristics in the Equality Act 2010

- (b) All employees will be encouraged to discuss their career prospects and training needs with their Line Manager during the annual work review process.
- (c) All new employees and freelancers will receive an induction and induction pack which includes our equality plan and equal opportunities policy.
- (d) The Artistic Director will lead on the issue of equality and will remain engaged with opportunities for training.
- (e) Annual training opportunities on equality issues will be made available to core staff.
- (f) Staff training needs will be reviewed at each work review meeting.
- (g) New board members will receive a trustee induction pack that includes the equality plan and equal opportunities policy.
- (h) The core team will engage with Arts Council England's Creative Case seminars and meetings.

Artistic policy and programming

1. tutti frutti aims to ensure that the work that is produced recognises and explores the experience of the audiences it reaches and draws on a wide variety of cultural forms in design, writing, music and performance.
2. tutti frutti will continue to place diversity and inclusion issues on the agenda, contributing to the national debate and highlighting areas of need and good practice. tutti frutti will continue to actively find new ways of bringing about change.
3. tutti frutti will consider Equal Opportunities at the core of all long term planning.
4. tutti frutti has embedded into its policy the desire to embrace diversity. This includes the choice of artists who work on each project and also in workshops, schools work and tours.

Marketing and Audience Development

tutti frutti aims to ensure that our work reaches a diverse cross section of children and their families and to:

1. Target specific groups as the priority audience for our work; these may include rural networks or areas of urban deprivation.
2. Work collaboratively and in partnership
3. For all our activities create appropriate publicity, resource material, online material and banners (using appropriate language and imagery as needed). For example ensuring that our images do not only represent white European characters.
4. Ensure the images, language we use and content of the work we present in the marketing, productions, social media, web and workshops, are all part of a far reaching challenge to all forms of discrimination.
5. tutti frutti does not target its work to children with special needs but often plays to those groups. We will continue to embrace performing to children with special needs and be alert to issues on disability and the arts and be proactive in offering signed and relaxed performances.

Governance and Board Development

We wish the governance of tutti frutti to reflect our commitment to equality of opportunity and to embrace our engagement with the Arts Council's Creative Case.

tfp will review its trustee membership in order to create a broader representation on the Board

and will seek to recruit further members from the diverse communities we serve.

- (a) tutti frutti emphasises that discrimination is unacceptable conduct, which may lead to disciplinary action under the company's Disciplinary Procedure.
- (b) Any complaints of discrimination will be pursued through the company's Grievance Procedure.

Partnership and collaborations

tutti frutti believes working in partnership offers us the opportunity to enhance our diversity and to work with artists and audiences that are new to us. We are committed to working collaboratively and in partnership with other companies, venues and where appropriate schools. tutti frutti is also striving to reach an audience that is diverse. We target areas of low arts engagement and those who are socio-economically deprived and rurally isolated. Working in partnership can help us achieve these aims.

Monitoring and Review

tutti frutti will make this policy available to applicants for Board membership and company members both those in short term and permanent paid employment.

The Company will review its Equal Opportunities Policy annually and the responsibility will lie with the Executive Director to update the policy and bring it to the Board for discussion, review and approval. It is the responsibility of the Artistic Director and the Board to monitor its effectiveness and develop where necessary the Equal Opportunities Policy and its Code of Practice. Each member of the Company has responsibility for their own compliance.

Next review date - July 2019