

Carnon Downs Drama Group (CDDG), registered charity number 1086921, is committed to providing genuine equality of opportunity in all its activities. CDDG believes that no one should be excluded from being part of our group, either performing on stage, behind the scenes or in our audiences. CDDG will take action to ensure that everyone engaging with us is treated equally and their experience maximised, regardless of age, gender, health, sexuality, class, family status, means, disability, colour, ethnic origin, culture, religion, or belief. We aim to ensure that all who wish to participate in, volunteer to help with, or attend an event run by CDDG should have an equal chance to do so.

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

CDDG ACTIVITIES

We hold open auditions and employ this equal opportunities policy when selecting cast members, directors, writers and other collaborators. We aim to create an environment that is free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all members are recognised and valued.

AUDIENCE

CDDG create theatre performances that are open to as wide a section of the community as is possible. We create a variety of shows through each year that cater for a diverse selection of the community and balance the need to offer shows for different age groups. We aim to ensure that the venues used by CDDG have good accessibility for disabled audience members. CDDG provide BSL interpreted and relaxed performances.

COMPLAINTS

We are committed to learning and changing to ensure this policy is upheld. We work closely with everyone involved in CDDG to ensure everyone is aware of our equal opportunities policy and ensure it is displayed on our website.

Any complaint or grievance under this policy should be made to the Secretary (secretary@carnondownsdrama.co.uk) or the Chair (chair@carnondownsdrama.co.uk). They will investigate the complaint, listening to all people affected or involved. If the complaint is against a particular individual, this person will have the opportunity to express their point of view. The person making the complaint will also have this opportunity.

CDDG will take seriously all complaints of bullying, harassment, victimisation and unlawful discrimination in the course of the group's activities. We will support any person who feels they have been harassed or discriminated against, and will not victimise or treat them less well because they have raised concerns or made a complaint.