

State of Emergency Limited

Diversity and Inclusion Policy

1. Introduction

State of Emergency Limited is an arts production and management company established in 1986.

2. Aims and understanding

State of Emergency recognises that we live in a society where discrimination still operates to the disadvantage of many groups in society. We understand discrimination to be a process of acting unfairly against an individual or group by exclusion, verbal comment, denigration, failure to appreciate needs or the assumption of such needs without consultation.

State of Emergency is committed to a policy of equal opportunities that informs and guides all aspects of our work and seeks to enshrine equality of opportunity all staff (existing and prospective), contractors, artists, workshop participants and partners into our working practices.

The aim of this policy is to ensure no one experiences less favourable treatment or lack of opportunities and to make certain that no person or group is disadvantaged.

3. Implementation and practices

This Policy applies to casting, recruitment, training, pay, conditions of work and every aspect of employment.

All members of staff, artists, contractors, practitioners, workshop participants and workshop leaders will be treated fairly and will not be discriminated against on any of the above grounds, or any other grounds which cannot be shown to be justifiable within the context of this policy.

We shall promote a positive and harmonious working environment in which all people are treated with respect, and where occurrences of unlawful direct and indirect discrimination, harassment and victimization are prevented and challenged.

4. Review

This Diversity & Inclusion policy is a working document and State of Emergency will review it and all related practice on an annual basis.

This policy will be monitored by the Directors and reviewed annually.

Where practicable, equalities monitoring will be undertaken, with employed artists being asked to complete an equal opportunities monitoring form as part of their contract.

To audit, State of Emergency will review the composition of its workforce annually, and identify major gaps (for instance, the number of individuals engaged whom identify themselves as disabled), subsequently making proactive efforts to provide opportunities for those the company hasn't historically given opportunities to, or alternatively to bring learning into the company around the issues that people from this or these groups face. This will help State of Emergency to improve the opportunities it offers.

Appendix: Relevant Legislation

Employment procedures and practices will be undertaken in accordance with the following:

- Race Relations Act 1976
- The Equality Act 2010
- The Human Rights Act 1998.
- The Work and Families Act 2006.
- Employment Equal Treatment Framework Directive 2000 (as amended)
- Sex Discrimination Act 1975 (and amendments)
- Equal pay Act 1975 (and amendments)
- Disability Discrimination Act 1995
- Rehabilitation of Offenders Act 1974
- Employment Equality (Sexual Orientation) Regulation 2003
- and all other relevant legislation