

Equal Opportunities and Diversity Policy

The policy of Actiontrack, at Trustee, staff and practitioner level is to bring high-quality performing arts expertise and resources to creative collaborations with diverse groups and individuals.

Our provision should enable access to equal and diverse participation in the creation of new work reflecting ideas, aspirations, skills and development of these groups irrespective of their relative experience, ability, class, colour, race, nationality, ethnic origin, religion, gender, sexuality, marital status, working patterns, age or any other personal characteristic.

We will achieve this by:

1. Promoting our belief that everybody's life can be enhanced by participation in the arts and by enabling all participants irrespective of previous experience or background to engage in artistic activity.
2. Creating and establishing a commitment to the realising, respecting, equality and balance of contributions made by both staff and participants alike and where evident and appropriate to challenge stereotypical thinking throughout a collaborative and participatory process.
3. Maintaining a commitment to learning through our own practice and extending our experience and artistic development through working with other artists and across media and cultures, working to establish meaningful and mutually beneficial partnerships with a cross-section of agencies and authorities and to promote the arts as an integral part of their delivery.
4. Seeking a pro-active approach in researching where our work is most appropriate and relevant in terms of participation, physical location, training and artistic, social and educational benefit.

Actiontrack Performance Company positively welcomes equality and diversity in all its work, and aims to promote an operating environment free from abuse, offensive behaviour, harassment, bullying, prejudice, discrimination or victimisation. Staff, practitioners and participants should neither practice or have to tolerate discriminatory practice or behaviour. It will seek to achieve diversity by:

1. Promoting a non-discriminatory environment which ensures that the beliefs of all individuals are welcomed and that staff, practitioners and participants are free at all time from personal harassment.
2. Remaining open at all times to feedback to improve learning and aid the promotion of anti-discriminatory practice.
3. Following correct and fair procedures in handling matters relating to discrimination and equal opportunities.
4. Designating a board member to monitor company equal opportunities, ongoing training and diversity practice.
5. Reviewing and revising this policy annually.