

HLO Musical Company

Diversity Statement

Introduction

HLO Musical Company is committed to celebrating diversity in arts and culture within our community. We've been champions of inclusivity for a long time.

This policy sets out our approach to equal opportunities and avoiding discrimination. Our committee has overall responsibility for operating this policy effectively and we ask all members to do what they can to help make sure that the policy works in practice.

Membership of our society is open to anyone sharing our interest in community theatre and performance regardless of status, such as (but not limited to) race, colour, nationality, ethnic or national origin, gender, gender reassignment, marital or civil partner status, pregnancy or maternity, sex or sexual orientation, age, disability, religion or belief, party political views, socio-economic status or any other status that could be subject to discrimination. Due to the particular requirements for safeguarding under-18s, we have a minimum age of 18.

Aim

We believe all our members, supporters and ticket holders have the right to be treated fairly, equitably and with respect. We aim to promote equality of access, treatment and opportunity and to challenge discrimination wherever it occurs. Discriminatory behaviour and language, bullying and harassment (including on our online platforms) have no place in our inclusive, safe environment and will not be tolerated.

HLO aims to diversify its musical and performance repertoire to include material from a range of diverse cultural backgrounds.

We will consider very carefully all feedback and take reasonable steps to respond to suggestions as quickly as we can.

Equality of Access

HLO will try to meet the access requirements of all our members and ticket holders. We seek to ensure that our meeting, rehearsal venues and performance spaces are accessible. We can produce music and scripts in large formats for those with visual impairments. We encourage company members and audience members with disabilities to let us know their needs so we can consider what reasonable adjustments or support may be appropriate.

Equality of Opportunity

HLO seeks to remove barriers to participation and engagement. We will aim for equality of opportunity when seeking new members and new committee members, and when selecting members of the creative team, backstage and front of house volunteers.

When appropriate, we will take positive steps to meet the needs of underrepresented communities, especially when making invitations to our events and productions.

This policy is dated **Thursday 15 April 2021** and is due for review after one year in the first instance.