



## Equal Opportunities Statement

### Purpose

Our Equal Opportunities Statement is designed to ensure the integration of equality into our day-to-day working practices. Our statement should be a guiding light for all our activities at Fierce Theatre Schools.

Our statement should empower all working with Fierce Theatre Schools, regardless of involvement, to:

- Enjoy equal opportunities within the company regardless of age, disability; gender; gender reassignment; marriage and civil partnership; pregnancy and maternity; race and ethnicity; religion and belief; sexual orientation; or other unjustifiable factor.
- Enjoy and respect each-others similarities, differences and experiences.
- Feel confident, assured and respected whilst involved with Fierce Theatre Schools.

### Our Commitment

Fierce Theatre Schools is committed to providing the very service to our students, clients and companies involved with our work as well as our staff and volunteers. We value the diversity and creative potential that people from different backgrounds and with different skills and abilities, bring to the workplace. Our commitment to equality is enshrined in our core belief that we are one blood, you and I.

Barriers to assessment, e.g. physical/sensory, impairment, English as a second language or learning difficulties will be removed, provided this does not give an unfair advantage over other candidates.

We will do our very best to:

- provide equality of opportunity and access
- appreciate the differences among people and respond to individual and group needs
- embed equality in all our activities
- develop a culture where people are treated equitably
- be transparent and open

### Responsibility

#### *The Directors*

Marcella Macdonald, Murray Grant and Andrew Gowland, as directors of Fierce Theatre Schools, accept the responsibility of ensuring that we, as an organisation do our best to ensure we always act with responsibility and with equality as a prime concern.