



'Fierce Theatre Schools', 'Scottish Youth Performing Arts', 'The Beyond Broadway Experience' and 'Dance Scotland' are Trading Names of The International Entertainment Collective Ltd

# The International Entertainment Collective Ltd 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 The International Entertainment Collective Ltd.

Our statement should empower all working with The International Entertainment Collective Ltd, 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 The International Entertainment Collective Ltd.

## Our Commitment

The International Entertainment Collective Ltd is committed to providing the very best 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*

Murray Grant and Drew Gowland, as directors of The International Entertainment Collective Ltd, 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.