

## **Market Drayton Amateur Operatic and Dramatic Society Equal Opportunities Policy**

Market Drayton Amateur Operatic and Dramatic Society (MDAODS) values inclusiveness and is committed to the principles of equal opportunities in all aspects of its activities.

MDAODS recognises that some members of the community have been affected by discrimination and that as a result, they may be denied the opportunity to participate equally and fully in the arts.

MDAODS recognises that discrimination can result from a range of factors including, but not restricted to:

- Age
- Disability
- Marital status
- Responsibilities for dependants
- Race, colour, ethnic or national origins
- Religion, creed or belief
- Socio-economic background
- Gender or sex
- Sexual orientation
- Political beliefs
- Offending background
- Employment status

It is the intention of MDAODS to work to ensure that no current or potential volunteers, trustees, members or beneficiaries are treated less favourably as a result of discrimination whether intentional or unintentional, direct or indirect.

MDAODS believes everyone has a role to play in ensuring fairness towards colleagues and towards the community we serve. MDAODS, therefore, seeks to promote an atmosphere in which all people have regard for one another's rights and everyone is treated with respect and dignity.

It is our intention to follow practices which actively work to eliminate discrimination.

MDAODS intends to monitor the effectiveness of its equal opportunities activities.

MDAODS is committed to regular review of its policies and procedures to ensure they continue to promote equality of opportunity.

Overall responsibility for this policy and its implementation lies with the executive committee as trustees of the charity.