



## **Teesdale Operatic Society Equal Opportunities Policy**

Teesdale Operatic Society CIC ("TOS") aims to be a significant contributor to the cultural life of the people of Barnard Castle and its surrounding areas, by providing organised – and impromptu – musical theatre performances (and associated activities) which promote wide community involvement.

TOS has, therefore, opportunities for a wide range of participation – from performance, through backstage and technical support, to also administration of the organisation itself.

TOS is committed to the principle that all individuals participating in TOS activities are given equal opportunity to express and utilise their skills and talents, free of discrimination.

TOS recognises discrimination as being any individual or systemic behaviour, (such as verbal comment, denigration, or failure to appreciate needs (or, indeed, the automatic assumption of such needs)) which denies a person – or a group of people – the opportunity to participate as they would wish, and as their talents allow.

TOS believes that the value of an equal opportunities policy lies not merely in its intention, but in its practical delivery and, therefore, all Trustees and Members of the Society are required, when undertaking TOS activities- or representing it in any way - to act in a way consistent with this commitment to equal opportunities.

It is the responsibility of the Chair of TOS to monitor, on an ongoing basis, effective delivery of this policy across the organisation and to take whatever action is required to ensure compliance.

Any individual – or group of individuals – who feel they have been discriminated against have the unequivocal right to make a complaint to which the company will respond.

As a principle, TOS would want any complaint to be dealt with at the lowest level of the organisation and as speedily as possible. Therefore, it is encouraged that, in the first instance, any complaint should be made to the Director in charge of the particular production on which the individuals are presently engaged. It may be possible for the Director to take immediate action which resolves the complaint to the satisfaction of all parties. In such cases it is the responsibility of the Director to retain a written record of the complaint and a note of any action taken, which is to be passed to the Chair for information.



## **Teesdale Operatic Society Equal Opportunities Policy**

However, not all complaints may involve a specific production, nor may they be readily resolved. Possibly, the complainant may not feel it appropriate to approach the Director. So any complainant has the right to raise their complaint with any of the members of the Board of Trustees, who must then raise it with the Chair.

If the complaint cannot be readily resolved to the satisfaction of all parties by the Chair, it is then the Chair's responsibility to instigate a sub-group – of no less than two other Trustees not personally involved in the complaint – to investigate and make recommendations, which the Chair will then discuss with the full Council of Trustees to gain approval for any action.

In the exceptional case of any complaint being made about the Chair themselves, the responsibility for co-ordinating action will fall to the Vice Chair.