



Chester Mystery Plays

EQUALITY & DIVERSITY POLICY

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Sources	

Chester Mystery Plays Ltd (CMP) is a company limited by guarantee and a registered charity

EQUALITY & DIVERSITY POLICY

GENERAL STATEMENT OF POLICY

Chester Mystery Plays is committed to the active promotion of equality of opportunity and diversity within its make-up, both as an employer and as a volunteer organisation. For this purpose it has an Equality & Diversity Policy.

The aim of the policy is to ensure that all who take part in the Chester Mystery Plays, be they paid or on a voluntary basis, have equality of opportunity and are treated solely on the basis of their aptitude, ability and potential to participate or to fulfil the requirements of a job or allocated task. The policy also aims to eliminate discrimination which is unlawful or unfair.

In particular, Chester Mystery Plays will endeavour to engage people of all backgrounds and ensure that no participant will be disadvantaged or discriminated against on the grounds of:

- sex, age, marital or parental status or sexual orientation.
- racial group (race, colour, nationality, ethnic or national origins) or creed (religious, political or personal beliefs or principles).
- membership or non-membership of a trade union
- socio-economic background.

It also aims to ensure that disabled people or those with special needs do not suffer unfair discrimination and are enabled to achieve their full potential

The objective of the policy is to enable Chester Mystery Plays Ltd to be an organisation open to all sections of the Community, where people from all groups in society are represented at all levels, and in whose activities everyone can participate fully and equally.

THE PRINCIPLES

The commitment to an equality and diversity policy is embodied in the following principles:

- Chester Mystery Plays can only fulfil its responsibilities to participants and its broader responsibility to society if it builds on a foundation of respect for the dignity of each individual
- Discrimination is unacceptable within the organisation in that it represents a waste of human resources and it unjustly denies individuals the opportunity to fulfil their potential. It can also be unlawful
- The active support of everyone involved in the Plays is sought through the commitment and involvement of all in the implementation of this policy
- Chester Mystery Plays is committed to a programme of action to ensure that this equality and diversity policy is fully effective

RESPONSIBILITY & IMPLEMENTATION

Overall responsibility for promoting equality and diversity lies with the Board of Directors. The day to day monitoring of the policy rests with the lead Board member who is responsible for ensuring the integrity of decisions in relation to equality and diversity. They will always act in accordance with this policy and will in all the Company's considerations

and dealings ensure that the policy is complied with. They will make the policy known to others as appropriate.

All participants, be they paid or voluntary are responsible for ensuring that their actions are carried out in accordance with this policy and may be personally accountable, under the provisions of the law, should any complaint arise.

Any complaint under this policy should be directed to the lead Board member who will immediately bring it to the attention of the Company Secretary for investigation and action if appropriate.

APPLICATION

The general policy relates to all activities undertaken by Chester Mystery Plays Limited and includes:

- advertisement and recruitment
- pay, terms and conditions of service
- training and staff development
- probation and promotion
- grievance and disciplinary procedures
- participation in the Chester Mystery Plays
- contractual relationships with other agencies

Persons not directly involved in the activities of Chester Mystery Plays eg visitors, clients, external contractors, are expected to operate within the terms of the general policy.

The policy applies to the treatment of potential as well as existing volunteers or participants.