

OMNIBUS THEATRE

OMNIBUS THEATRE EQUALITY, DIVERSITY AND INCLUSION POLICY

1. Policy Statement

Omnibus Theatre is 100 per cent committed to the promotion of equality, diversity and inclusion as it relates to all protected characteristics such as gender, race, disability, sexuality, faith and belief, age and LGBTQIA+. This policy sets out how we will make that happen, what our legal responsibilities are, and how we aim to exceed our statutory requirements.

In essence, the success of our business relies upon attracting and retaining people from the widest possible backgrounds with the widest, most diverse range of attitudes, opinions, and beliefs. It is only by being diverse that we can successfully offer our audiences, users, and customers creativity, innovation, and distinctiveness in our shows, projects, and initiatives.

In principle, practice and design, equality, diversity, and inclusion lie at the heart of what we do and what we stand for.

Marie McCarthy

Artistic Director

2. Principles

- 2.1. Omnibus Theatre promotes a working environment in which diversity is recognised, valued, and encouraged. We acknowledge the multicultural and diverse nature of the UK workforce and society in general. We are committed to principles of fairness and mutual respect where everyone accepts the concept of individual responsibility.
- 2.2. We believe that it takes all types of individuals to make a creative, innovative, and active organization. We want to create a warm and welcoming environment where everyone who engages with us is treated with dignity and respect and can achieve.
- 2.3. Through this policy we aim to assert the basic principles on which a diverse, representative, equal, and inclusive team can be built and protected; one in which people are valued for their contribution and the unique skills and life experiences they bring to our organisation's culture, work, and impact.
- 2.4. We all have a responsibility to behave in a way that creates and protects a welcoming and inclusive working environment for all. Therefore, Omnibus Theatre needs to collectively aim to:
 - Reduce barriers to participation by taking steps to become more inclusive.
 - Treat employees, volunteers, potential employees, and service users fairly and with respect, always.
 - Respect and value different lifestyles and beliefs.
 - Ensure that people can enjoy their experience of the theatre free from bullying and harassment, or any other form of unwanted behavior.
 - Ensure that employees, volunteers, and learners have an equal chance to contribute to our vision and participate in our activities.
 - Challenge stereotypes held about different groups.

OMNIBUS THEATRE

- Support people who may require certain adjustments to help them achieve, and also recognise the Social Model of Disability.
- 2.5. Omnibus Theatre seeks to embed equality, diversity, and inclusion in all activities and work with stakeholders to successfully achieve this. Proactive implementation of this will include:
- Minimising the potential for discrimination, harassment, and bullying
 - Seeking out opportunities to promote inclusive development.
 - Seeking out views of stakeholders.
 - Taking steps to ensure people with protected characteristics do not experience disproportionate disadvantage in any of our operations.
- 2.6. We will regularly collect, monitor, and analyse diversity data; including information about the gender, age, ethnicity, sexual orientation, religion and belief, or disability information provided by employees and job applicants to make sure our employment processes are fair and are achieving the aims of this policy.
- 2.7. This policy complies with current legislation. We review it regularly and will update it if the law changes. However, we recognise that equality or opportunity is best achieved by day to day commitment throughout the organisation. We offer support and training where necessary to achieve and maintain this.

3. Protected Characteristics

3.1. The Equality Act 2010 describes 'protected characteristics' as:

- Age
- Disability
- Race (including colour, nationality, ethnic or national origin)
- Religion or belief
- Sex
- Sexual Orientation
- Gender Reassignment
- Pregnancy and Maternity
- Marriage and Civil Partnership

4. Recruitment and Employment

- 4.1. Omnibus Theatre is committed to equality, diversity, and inclusion in all aspects of recruitment and employment. We will seek to achieve this in the following ways:
- Developing and implementing recruitment and selection processes that are open and fair and that enable the selection of the best talent.
 - Aiming to build a workforce that reflects the local communities we serve.
 - Promoting an environment free from discrimination, harassment, bullying, and victimisation, and tackle any behaviour that breaches this.
 - Making all who engage with the theatre aware of their responsibility for promoting equality, diversity, and inclusion in their work.
- 4.2. Applicants for employment are short-listed / selected solely based on their assessed capability for the role.

OMNIBUS THEATRE

- 4.3. Omnibus Theatre will also consider support for any reasonable adjustments, where potential employees may need such to assist them to carry out the role for which they are applying.
- 4.4. To encourage equality, diversity, and inclusion we aim to advertise all permanent roles however, there may be circumstances when this is not possible due to legal and ethical reasons.

5. Learning and Development

- 5.1. Omnibus Theatre will provide learning and development opportunities based on our ability to resource them (including cost/benefit analysis).
- 5.2. As part of our commitment to embedding a culture of equality, diversity, and inclusion, we aim to:
 - Clearly communicate learning and development opportunities
 - Monitor learning and development activities to ensure equality of access.
 - Recognise an understanding of and commitment to equality, diversity, and inclusion as a specific competence.
 - Ensure that development and performance management activities are transparent and are based on performance, competence, and progression.

6. Reward and Recognition

- 6.1. We will base decisions about pay, benefits, promotion, reward, and recognition on objective criteria and individual achievement.
- 6.2. Pay arrangements will not be affected by issues relating to an employee's gender, sexuality, race, disability, age, transgender status, marital status, civil partnership status, pregnancy, political or religious beliefs, or because they work part-time or on a fixed-term contract.

7. Redundancy and Redeployment

- 7.1. We will base decisions relating to selection for redundancy on objective criteria not relating to gender, sexuality, race, disability, age, transgender status, marital status, civil partnership status, pregnancy, political or religious belief.
- 7.2. We will, where appropriate, use criteria that are measurable and supported by documented records, such as performance development reviews, disciplinary records, attendance records, or revenue figures.

8. The Impact of Equality, Diversity, and Inclusion

- 8.1. Omnibus theatre encourages a working atmosphere in which EDI considerations are considered. These include:
 - Respect for private and family life.
 - Freedom of thought, conscience, and religion.
 - The prohibition of discrimination.
- 8.2. We strive to balance such considerations sensitively when determining operational arrangements.
- 8.3. The following are important indicators of Omnibus Theatre's treatment of equality, diversity, and inclusion issues:

OMNIBUS THEATRE

- We ensure on induction that you are aware of and understand equalities, diversity, and inclusion considerations.
- We expect you to ensure that this informs your treatment of other employees and those who use our services.
- We recognise that employees thrive when valued as individuals. We encourage all employees to bring forward different experiences and viewpoints appropriate to their role.
- Our Board of Trustees provide leadership in equality, diversity, and inclusion issues. We offer support to employees facing challenges and ensure services are subject to a process of continuous review and improvement.
- We prescribe how to challenge inappropriate activity in the workplace and identify what to do if you discover infringements.
- We ensure our premises, equipment, and working practises support a safe environment for employees, self-employed contractors, volunteers, and those who use our services.
- We assess risks to minimise the possibility of violence, harassment, or bullying.
- We operate a structured process of performance development review. We seek to ensure that the contributions employees make at work are positive and effective. We also ensure they meet statutory expectations. We aim to maximise potential and help overcome individual differences.

9. Roles and Responsibilities - Employees

- 9.1. It takes commitment and teamwork to create a warm and inclusive environment, which means everyone has a responsibility to read this policy and always follow its principles. Each of us is a stakeholder in the success of this policy. We expect you to treat, and be treated by, other employees and the people we deal with considerately and with respect.
- 9.2. Bullying, harassment, and other forms of unwanted behaviour have a detrimental effect on our people and their wellbeing, directly challenging our values, so we should all consider how our behaviour, actions, and works at work can affect others.
- 9.3. Try to think before you act, exploring any questions you may have about a person's lifestyle or beliefs outside of the workplace. You should refer to respected sources of information to help you develop an understanding of different cultures, practices or beliefs to enable you to challenge stereotypes that can reinforce negative perceptions of certain groups.
- 9.4. All employees should always adopt the following principles:
 - Do not take unlawful discriminatory actions or decisions contrary to the spirit of this policy.
 - Do not discriminate against, harass, abuse, or intimidate anyone on account of their protected characteristics.
 - Do not place pressure on any other employee to act in a discriminatory manner.
 - Resist pressure to discriminate placed on you by others and report such approaches to an appropriate manager.
 - Co-operate when we investigate, including providing evidence of conduct which may amount to discrimination.
 - Co-operate with any measure introduced to develop or monitor equality and diversity.

OMNIBUS THEATRE

- 9.5. Please be aware that discrimination is not just treating one person less favourably than another. It can take place because someone associates with a person with a protected characteristic, someone is believed to possess and protected characteristic (even though they don't), or something particularly disadvantages people who share a protected characteristic more than others.
- 9.6. Be confident and directly challenge any behaviour, actions, or processes you feel may go against the aims of this policy by speaking to your Line Manager, the Artistic Director, or a Trustee.
- 9.7. Bullying, harassment, and discrimination have no place in an organisation like ours and we will tackle all instances of this type of behaviour swiftly, in line with our policies and current legislation. It is worth noting that individuals can be held personally liable for any acts of unlawful discrimination and may face criminal proceedings.

Omnibus Theatre is a multi-award-winning independent theatre in Clapham, South London. Finalist in the Fringe Theatre of the Year 2020 and 2023 The Stage Awards, Off-West End Award winner 2018 and 2020, and recipient of the Peter Brook/Royal Court Theatre Support Award in 2016. The heart of the organisation's ambitious programme lies in classics re-imagined, modern revivals and new writing. Omnibus Theatre also provides a platform for LGBTQ+ work and aims to give voice to the underrepresented and challenge perceptions. Since opening in 2013 notable in-house productions include Woyzeck (2013), Macbeth (2014), Colour (2015), Mule (2016), Spring Offensive (2017), Zeraffa Giraffa (2017), Queens of Sheba (2019), The Little Prince (2019), RICE!(2021),The Human Connection(2021),The Girl Who Was Very Good At Lying(2021), FIJI(2022), SAD(2022) and DRUM(2022). Omnibus Theatre is led by Artistic Director Marie McCarthy and Executive Director Bridget Kalloushi. Patrons include Dame Judi Dench, Sir Lord Michael Cashman, Paulette Randall MBE and Rikki Beadle-Blair MBE.

Omnibus Clapham is a registered Charity (number 1143709) and a company limited by guarantee (number 07032543)

Ratified: