



## **Equality, Diversity & Inclusion Policy**

### **Introduction**

Shrewsbury Musical Theatre Company (SMTTC) is committed to promoting equality, diversity, and inclusion in all aspects of its work. We believe that the arts should be accessible to all, regardless of background, and that everyone should have the opportunity to engage with theatre, whether as an artist, a volunteer, or an audience member. This policy outlines our commitment to creating an environment where diversity is celebrated, discrimination is challenged, and everyone feels valued, respected, and empowered.

### **Our Principles**

Shrewsbury Musical Theatre Company (SMTTC) is an amateur musical theatre company open to anyone. Our aim is to have an atmosphere of equality, friendship, respect and care for each other. We want everyone involved to be able to give their best, to encourage the widest range and depth of talent, and to reach a wide and diverse audience across our local community.

We recognise that in our wider society, power is not held equally, and that groups and individuals have been and continue to be discriminated against on many grounds. We want no-one to feel they receive less favourable treatment because of their race, sex, nationality or ethnicity, age, disability, sexual orientation, class, pregnancy or maternity, religion, marital status, or where they live. All members and volunteers should be made to feel equally welcome and included in the group's activities.

We are committed to ensuring everyone is able to attend our activities. We will always reassess our access requirements and provide reasonable adjustments to support the needs of those who wish to be involved.

Sexist, racist, homophobic, transphobic or otherwise offensive and inflammatory remarks and behaviour are not acceptable.

We ask all our members and stakeholders to commit to supporting this equality, diversity and inclusion policy.

### **Programming and Casting**

We acknowledge that musical theatre in the UK, and in particular amateur theatre, is often predominantly white. We recognise that we must both encourage repeat attendance and

loyalty in our existing audience, as well as reaching new parts of our community. We will therefore strive to select productions which will appeal to the widest range of people, and be as diverse and inclusive as possible.

In casting, we operate open auditions and workshops. We give notice publicly and invite people to register in advance. We check all notices to ensure that they are compliant with this policy and worded to encourage applications from all individuals, and not to discourage any individuals with protected characteristics from applying. We ask that any special requirements be notified so that we can make arrangements to make the audition/workshop environment as safe and supportive as possible.

We expect our production teams to cast inclusively. This means that they should not prejudge the personal characteristics of an actor beyond what is integral for delivering the composer and/or author's storytelling for a role. If there is a central requirement for a specific personal characteristic, we will make this clear in our audition notices.

We want transparency and fairness in casting. We expect our audition panel members to disclose any conflicts of interest, such as personal relationships with actors who are auditioning. Any such panel members will not participate in the decision-making process around that actor, to avoid any bias in casting.

### **Employment and Volunteering**

We will ensure that everyone who works or volunteers with us is selected based on merit, ability, and enthusiasm, and not on their personal characteristics or background. We will promote a culture of inclusion in all our recruitment processes, whether for acting, technical roles, administrative positions, or other volunteering opportunities.

### **Dealing with discrimination**

If any member feels they have been discriminated against they should raise this by following our grievance procedure.

### **Monitoring and Evaluation**

We will regularly monitor and evaluate our practices to ensure that our commitment to equality, diversity, and inclusion is being upheld