Equal Opportunity Policy for Heddington Amateur Dramatic Society

1. Policy Statement

Heddington Amateur Dramatic Society (HADS) is committed to providing equal opportunities and an inclusive, welcoming environment for all members, volunteers, audiences, and the wider community. We value diversity and aim to ensure that everyone is treated with dignity and respect.

HADS will not tolerate discrimination, harassment, or victimisation in any aspect of our activities.

2. Scope

This policy applies during all HADS activities and events.

This policy applies to:

- All members of HADS,
- Parents/ carers of junior members,
- Volunteers and helpers

3. Commitment to Equality

We are committed to ensuring equality as per Equality Act 2010 regardless of:

- Age
- Disability
- Race, nationality, ethnicity, or cultural background
- Religion or belief
- Gender
- Sexual orientation
- Pregnancy and maternity
- Gender reassignment
- Marriage or civil partnership

4. Casting and Participation

Casting decisions will be based on the artistic and practical requirements of the production.

We welcome participation from people of all backgrounds and abilities.

Where possible, reasonable adjustments will be made to enable participation within the limitations / facilities available at the venue.

Some roles may require specific characteristics for artistic reasons; this will be handled sensitively and transparently.

5. Accessibility and Inclusion

We will make reasonable efforts to:

- Ensure that performances; events and venues are accessible where practicable.
- Communicate information in clear and inclusive ways.
- Be flexible and supportive of individual needs

6. Responsibilities

The committee is responsible for implementing and monitoring this policy.

All members share responsibility for upholding the principles of equality and inclusion.

7. Review of Policy

This policy will be reviewed regularly (minimum every 12 months prior to AGM) by the committee to ensure it remains effective, relevant, and up to date.

Version: 2026

Approved on Behalf of the committee by the Chair

Signed: Jackie Williams

Date: 9.2.2026