



Equality and Diversity Policy

Outland Opera is dedicated to fostering a supportive and inclusive culture within our organisation; we believe that everyone should feel welcome and safe with us.

Our aim is to ensure that all staff, artists, volunteers and applicants are given equal opportunity and an equal say, and that our organisation is representative of all sections of society. This policy reinforces our commitment to actively promoting equality and fairness for all, treating everyone equally regardless of age; disability; gender reassignment, gender identity; race; religion or belief; sex, sexual orientation; marriage and civil partnership; or due to a person's pregnancy. We are opposed to all forms of discrimination and believe in treating everyone with respect.

1. Commitments:

- To create a respectful environment in which individual differences and contributions are recognised and valued.
- To promote diversity and inclusivity across the organisation. Outland Opera is currently committed to equitable gender representation and is working towards greater ethnic and LGBTQ+ diversity.
- To encourage anyone who feels they have been subject to discrimination to raise their concerns so we can apply corrective measures.

2. Scope:

This policy applies to anyone working on behalf of Outland Opera, including the board of trustees, paid staff, volunteers, production teams, and performers. Failure to comply with the policy and related procedures will be addressed without delay and may ultimately result in dismissal/exclusion from the organisation.

3. Implementation:

Accountability

We strongly encourage anyone working with Outland Opera, whether as a staff member, volunteer, artist or trustee, to report instances of discrimination:

1. Report your concerns informally to the person responsible for maintaining a positive environment around you: a company manager, volunteer team leader, or line manager. Please see our Safeguarding Policy and contact our Safeguarding Lead if it is appropriate to do so.

2. If you are unable to resolve the issue informally, please write a formal letter to the Outland Opera trustees at: Outland Opera, 2 York Cottages, Wynford Eagle, Dorchester, Dorset, DT2 0ES.

Recruitment

When selecting artists, staff and trustees, it will be on the basis of their aptitude and ability, with a view to building representative diversity across the organisation.

<i>Policy Owner:</i>	Outland Opera Trustees
<i>Policy approved by:</i>	Outland Opera Trustees
<i>Date Policy approved:</i>	15 th February 2021
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