



## **An Grianán Theatre**

### **Equal Opportunities Policy**

#### **Statement of Policy**

1. The aim of this Policy is to communicate the commitment of the Director and the Board of Trustees of An Grianán Theatre to the promotion of equality of opportunity in An Grianán Theatre.
2. An Grianán Theatre will ensure that the Policy is circulated to any agencies from time to time responsible for recruitment at An Grianán Theatre and a copy of the Policy will be made available to all employees and made known to all applicants for employment.
3. The Policy will be communicated to all contractors reminding them of their responsibilities towards the equality of opportunity.
4. It is An Grianán's policy to provide employment equality to all, irrespective of:–
  - sex;
  - religious belief;
  - political opinion;
  - race, colour or ethnic origin;
  - nationality;
  - age;
  - sexual orientation;
  - whether they are married or are in a civil partnership;
  - whether they are disabled;
  - whether they have undergone, are undergoing or intend to undergo gender reassignment;
  - whether they are full or part-time workers;
  - whether they are trade union members or not.

5. An Grianán is opposed to all forms of unlawful and unfair discrimination. All full-time and part-time employees and job applicants (actual or potential) will be treated fairly and selection for employment, promotion, training or any other benefit will be on the basis of aptitude and ability.

6. An Grianán recognises that the provision of equal opportunities in the workplace is not only good management practice; it also makes sound business sense. This equal opportunities policy will help all employees to develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the efficiency of An Grianán Theatre.

7. We are committed to:

- Promoting equality of opportunity for all persons
- Promoting a good and harmonious working environment in which all persons are treated with respect
- Preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment and victimisation
- Fulfilling all our legal obligations under the equality legislation and associated codes of practice
- Complying with our own equal opportunities policy and associated policies
- Taking lawful affirmative or positive action, where appropriate
- Regarding all breaches of equal opportunities policy as misconduct which could lead to disciplinary proceedings.

This policy is fully supported by senior management.

8. The Director has specific responsibility for the effective implementation of this policy. Each board member, the Director and each Manager also has responsibilities and the Board expects all of its employees to abide by the policy and help create the equality environment that is its objective.

9. In order to implement this policy we shall:

- Communicate the policy to employees, job applicants and relevant others
- Incorporate specific and appropriate duties in respect of implementing the equal opportunities policy into job descriptions and work objectives of all staff
- Provide equality training and guidance as appropriate, including training on induction and management courses.

- Ensure that those who are involved in assessing candidates for recruitment or promotion will be trained in non-discriminatory selection techniques
- Incorporate equal opportunities notices into general communications practices (eg, staff newsletters, intranet)
- Obtain commitments from other persons or organisations such as subcontractors or agencies that they too will comply with the policy in their dealings with our organisation and our workforce
- Ensure that adequate resources are made available to fulfil the objectives of the policy.

This policy fulfils the requirements of the legislation and embraces the principles of best practice in relation to Equal Opportunities procedures in both the Republic of Ireland and the United Kingdom.

Adopted as agreed on behalf of An Grianán Theatre's Trustees:

Sean Mc Cormack  
Chairman

Date  
16 January 2012