

Purpose

ACT 2 CAM is committed to creating an inclusive environment where all students, staff, volunteers, contractors and visitors are treated with dignity and respect. This policy ensures that no one is discriminated against, harassed or disadvantaged because of personal characteristics.

Scope

This policy applies to all ACT 2 CAM employees, tutors, volunteers, students, contractors and visitors across all activities, workshops, rehearsals, and productions.

Our Commitment

ACT 2 CAM will:

- Promote equality, diversity, and inclusion in all activities and programmes.
- Ensure that everyone has equal access to opportunities, learning, and participation.
- Challenge discrimination, harassment, and bullying in any form.
- Celebrate diversity and encourage awareness of different cultures, experiences, and perspectives.
- Comply with relevant legislation, including the Equality Act 2010.

Protected Characteristics

We do not discriminate on the basis of:

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

Responsibilities

- **Leadership Team:** Ensure that equality and diversity principles are embedded across all organisational practices and decision-making.
- **All Staff, Tutors, and Volunteers:** Treat everyone fairly, follow this policy, and report any concerns regarding discrimination or harassment.
- **Students & Visitors:** Respect others and the inclusive environment ACT 2 CAM promotes.

Related Policies

- Safeguarding & Child Protection Policy
- Health & Safety Policy
- Code of Conduct

Monitoring & Review

The Director and Leadership Team will review this policy annually or sooner if legislation or operational requirements change

Externally Audited: January 2026

Next review: January 2027