



The Albany Theatre Trust

**Equal Opportunities Policy
V5.5 April 2022**

The Albany Theatre Trust complies with the Equality Act 2010 and seeks at all times to adopt best practice in everything it does.

The Trust believes that everybody should have an equal opportunity to contribute to and benefit from the opportunities the Albany Theatre can offer and recognises that a diverse community is a positive asset to the Trust.

The Trust recognises that people experience inequality in society because of their background. The Trust will not tolerate discrimination on the grounds of age, breastfeeding, civil partnership, disability or impairment, employment, gender, gender reassignment, home address, marital status, maternity, menopause, nationality, national origin, pregnancy, race, religion or belief, responsibility for dependants, sexual orientation or trade union membership.

The Trust will take active steps to challenge prejudice, discrimination and harassment and works to identify equality objectives to promote social justice and equality of opportunity.

The Trust recognises that the diversity of the people that comprise our volunteers will itself pose challenges to achieving these aims. The Trust will offer support, guidance and where appropriate disability equality training to volunteers.

The Trust will seek, through its decisions and actions, to promote equal opportunities and support any volunteer, patron or hirer that is disadvantaged to the best of its capacity and ability.

As an employer, the Trust emphasises its commitment to the values set out above.