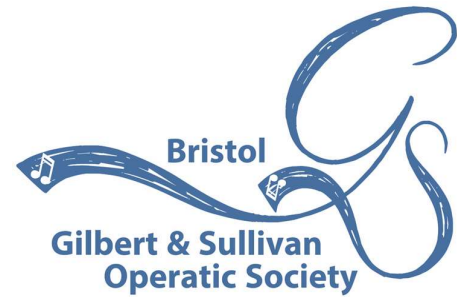


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Sarah Sharp, Richard Suart

Chairman: Jane Read chair@bristolgsos.co.uk

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EQUALITY AND INCLUSIVITY POLICY

Introduction

Bristol Gilbert and Sullivan Operatic Society recognises its responsibilities under the Equality Act 2010 and is a society open to anyone sharing our interest in Amateur Theatre regardless of protected characteristics: age, disability, gender reassignment, marriage or civil partnership status, pregnancy and maternity, race, religion or belief, sex and sexual orientation; and regardless of party political views or socio-economic status.

This policy sets out our approach to equality and inclusivity and the protection of discrimination. Our committee has overall responsibility for the effective operation of this policy, and we ask that all members do what they can to help make sure that the policy works in practice.

Aim

All of our members, and ticket holders have the right to be treated fairly, equitably, inclusively and with respect.

Bristol Gilbert and Sullivan Operatic Society aims to promote equality and inclusivity of access, treatment and opportunity, and to challenge discrimination wherever it occurs.

We will consider very carefully all feedback, and take reasonable steps to respond to suggestions and complaints as quickly as we can.

Accessibility

Bristol Gilbert and Sullivan Operatic Society will make reasonable adjustments to meet the access requirements of all our members and ticket holders. All of our meeting, rehearsal venues and performance spaces are accessible to wheelchair users. We can produce papers and scripts in large fonts for those with visual impairments. If you are a disabled person or develop a disability, we encourage you

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to tell us about your condition so that we can consider what other reasonable adjustments or support may be appropriate.

Equitable and Inclusive Treatment

Bristol Gilbert and Sullivan Operatic Society is committed to equal and inclusive treatment of all our members, and ticket holders. We ask that all our suppliers abide by an equality and inclusivity policy too.

We will not treat any person less fairly than others on the grounds of any Protected Characteristic. We will not expect any person to comply with membership requirements that are different to those that apply to others due only to a Protected Characteristic.

We do not allow any person to be bullied, victimised or harassed.

Equitable and Inclusive Opportunity

We will not discriminate or in any way treat anyone less favourably due to a Protected Characteristic. We acknowledge that some casting decisions are based on the requirements of a script, and we will work with rights holders when relevant to achieve equitable and inclusive opportunity.

However, equitable and inclusive opportunity does not just apply to casting decisions. We will also aim for equity and inclusivity when seeking new members and new committee members, and when selecting members of the creative team, backstage and front of house volunteers.

When appropriate, we will take positive steps to meet the needs of underrepresented communities, especially when making invitations to our events and productions.

Anti-discrimination Procedure

Bristol Gilbert and Sullivan Operatic Society will not tolerate bullying, harassment or other unlawful direct or indirect discriminatory behaviour, whether physical or verbal and will ensure that appropriate action is taken whenever it occurs. Any person who witnesses, or believes they have witnessed, such behaviour should report the fact to any member of the committee.

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Any person guilty of discriminatory behaviour may be asked to leave the meeting, event or production, may be suspended from office or any appointment or role, and may be banned from being a member of Bristol Gilbert and Sullivan Operatic Society. We reserve a right to take other appropriate action as our committee deems fit.

Complaints Procedure

In the event that any person feels that they have suffered discrimination in any way, we ask that the following procedure be followed:

1. The matter should be reported to the Chair or another member of the Committee. The report should include as much detail about the nature, time and place of the discriminatory or unwelcomed behaviour as possible.
2. Please include any suggestions on how the situation can be addressed to achieve resolution.
3. The Committee will consider the complaint as soon as possible. You will be kept informed about the decision-making processes and actions taken. A record will be archived by the Secretary.
4. All information will normally be treated confidentially but any allegation of a criminal offence, or any safeguarding concerns, will be passed to the appropriate authorities depending on the nature of the incident.

Monitoring and review

This policy will be monitored to judge to what extent it is working and identify areas for improvement.

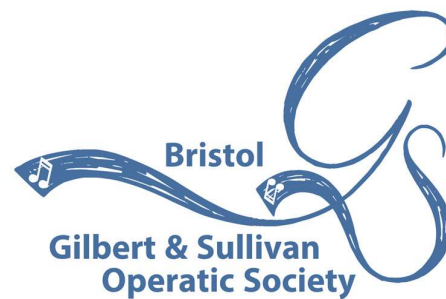
This Policy will be reviewed annually by the committee to ensure that it remains up to date and reflects the needs and practices of the organisation.

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The policy may also be reviewed if legislation changes or if monitoring information suggests that policy or practices should be altered.

Date of next review: September 2025