



## **Policy Statement On Equal Opportunities**

The Ashton group is striving to be an equal opportunities employer in all aspects of our work and employment practice.

The Ashton Group will ensure, when employment decisions are made, that the only personal characteristics taken into account are those which (as well as being consistent with relevant legislation) are necessary for the requirements and proper performance of the work involved. There will be no discrimination in respect of marital status, gender, sexual orientation, disability, ethnicity, race, nationality, religious belief, age or class. Employment decisions will be based solely on an assessment of the capability and suitability of the individual concerned and not on any generalized concepts about the characteristics of groups of persons.

The only basis for selection or promotion is the management's considered opinion of the applicant's suitability for the job. The Ashton Group will endeavour to assist any disadvantaged groups to achieve a position from which equality of opportunity can operate in the field of theatre production.

In our artistic work the company will undertake to be aware of the cultural diversity, which exists in society, and ensure that the content of our artistic work reflects, celebrates and promotes this.

All workers have legal and moral obligation not to discriminate and to report incidents of discrimination against any individual or group of individuals. Any worker found to be practicing discrimination would face disciplinary proceedings. Workers will be offered awareness training with a recognized agency where appropriate.

The company will also undertake to review this policy annually to reflect the evolving thinking about issues of equality in society.

Revised April 2009