

Limelight Performers – Equal Opportunities Policy

The team behind Limelight Performers firmly believes in equal opportunity for all, irrespective of age, gender, cultural background, ethnic origin, religious or political beliefs, sexual orientation or disabilities. It recognises that inequalities damage and disadvantage those directly affected as well as those who condone and enable inequalities to proceed unchecked.

All directors & team members will be made aware of the contents of this policy ahead of every production.

Equality of opportunity will be achieved through the following measures:

- Promoting respect for other people, their cultures and religion
- Ensuring that young people and adults are able to meet together in a positive and accepting environment where they are safe from harm, abuse, harassment and intimidation
- Young people and adults recognising and challenging prejudice and discrimination
- Ensuring that everyone has equal opportunity to be considered for applicable lead performing roles
- Auditions (which are open to anyone to take part in) and are done in front of (and shows casted by) an unbiased panel.
- All performing members have the option to perform in annual concerts & fundraising events without having to pass an audition.
- No members will be unfairly disadvantaged because they have to miss rehearsals because of school exams, religious or other similar commitments.

Any issues of inequality should be reported to a member of the team, who will enable the parties involved to supply their version of events before considering further action. Such issues will be responded to quickly and impartially in all situations.

This policy will be reviewed and updated annually.