



# BROLLY DIVERSITY & EQUALITY POLICY

## Diversity & Equality Policy

BROLLY PRODUCTIONS CIC

Last updated	17 <sup>th</sup> March 2020
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### Diversity and Equality Statement

BROLLY PRODUCTIONS recognises that diversity and inclusion help to support creativity and innovation: they are an essential ingredient in a successful arts company. We are committed to encouraging diversity and inclusion and to ensuring there is no discrimination in our company. We want our workforce to be truly representative of all sections of society. We want our company to be one in which every employee and freelancer feels respected and able to give their best.

To that end, this policy provides a framework of equality and fairness for members, performers, production staff and all associates. It expresses our commitment not to discriminate on the grounds of age, disability, gender, gender reassignment, marital status (including civil partnerships), race, ethnic origin, colour, nationality, national origin, religion or belief and sexual orientation. We oppose all forms of unlawful and unfair discrimination. Please refer to BROLLY PRODUCTION's Equal Opportunities Policy for further information.

This policy applies to members, performers, production staff and all associates.

All company members, performers, production staff and associates will be treated fairly and with respect. Selection for employment (whether as a member of staff or on a freelance basis) will be on the basis of aptitude and ability. Access to opportunities for promotion, training or any other benefit will also be on the basis of aptitude and ability. All company members, performers and production staff will be encouraged to develop



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their full potential and the talents and resources of the workforce will be fully utilised to maximise the creativity and success of the company.

## The Responsibilities of the Artistic Directors

We will:

- Actively seek to increase the number of people we work with who are from groups/communities that are under-represented in the television industry as a whole, or in particular job roles in the industry.
- Review all our formal and informal employment/hiring practices and procedures to ensure they are fair and help us to identify the best talent.
- Identify and take opportunities to increase the diversity of casting decisions
- Ensure reasonable adjustments are made to enable disabled people to work in or with our company, both on and off stage/screen.
- Actively seek to increase the diversity of our talent networks.
- Create an environment in which individual differences and the contributions of all our staff and freelancers are recognised and valued.
- Ensure all company members, performers and production staff are able to work in an environment that promotes dignity and respect for all. We will not tolerate any form of intimidation, bullying or harassment.

We will monitor the success of this policy regularly and our review our progress at least once a year.

The person who is responsible for ensuring this action plan is implemented is **DOMINIC HINGORANI**.

This policy is fully supported by the ARTISTIC DIRECTORS. Breaches of the policy may be regarded as misconduct. Please see BROLLY PRODUCTIONS' Code of Conduct for further information.

**END OF POLICY**