



Chelmsford Amateur Operatic and Dramatic Society

# EQUALITY AND DIVERSITY POLICY

CAODS Executive Committee

# EQUALITY AND DIVERSITY POLICY DEFINITIONS

“CAODS” shall mean Chelmsford Amateur Operatic and Dramatic Society.

“The Executive Committee” shall mean the elected executive committee of CAODS.

## PURPOSE AND SCOPE

The purpose of this policy is to clearly define the obligations, expectations and rights of members of CAODS in relation to equality and diversity.

This policy shall apply equally to all members of CAODS including the Executive Committee and the President.

## RESPONSIBILITIES

The Executive Committee shall be responsible for delivering, supporting and enforcing this policy.

The membership of CAODS shall be responsible for upholding this policy and abiding by its contents in both act and spirit.

External contractors, suppliers and affiliates shall be expected to conduct themselves in a manner in keeping with the policy.

## BREACHES

The Executive Committee shall deal with any alleged breach of this policy as a formal complaint in accordance with the CAODS Grievance Policy.

## ARTISTIC EXPRESSION

The contents of this policy are not intended to, and do not have the effect of, forbidding Directors from specifying desired characteristics for a character in audition information.

Characteristics, which a Director may specify in audition information, include but are not limited to:

- Playing age;
- Gender;
- Person of colour;
- Physiology;
- Accent;

This policy is designed to protect the right of Directors to artistic expression and to encourage participation at open auditions from members of the public who possess these and any other characteristics.

## **Auditions and Casting**

Irrespective of the freedoms granted above, Directors are obliged to fairly consider all persons that attend auditions for any role that they may apply for against the specification.

A Director may cast a person in a role where they match or closely match the Director's audition specification ahead of a person who does not.

### **What does this mean in practice?**

- Directors may still create audition information which specifies the kind of actors they want to attract for roles;
- Directors must not turn away or discourage any person from auditioning for a role, even if they do not match the specification;
- Directors may cast any person they feel is appropriate for a role based on the role specification.

## **EQUALITY POLICY**

CAODS are committed to ensuring that all members, visiting members of the public and any other persons are treated with respect and courtesy, regardless of race, religion, ethnicity, ability or any other characteristic that may be discerned. Above all else, CAODS are committed to providing equality of opportunity to all; whether that is on stage, behind the scenes or in any other engagement with CAODS. All processes and opportunities offered by CAODS shall be open to all members.

CAODS expects all of its members to uphold these standards at all times when undertaking work or activities on behalf of CAODS and in any event while on premises owned or hired by CAODS.

CAODS expects members to refrain from engaging in activity outside of their work with CAODS that may bring CAODS into public disrepute. Where this may occur, it shall be treated as a breach of this policy.

Any member of CAODS that is found to not uphold these standards shall be considered to have breached this policy.

Where an external contractor or supplier is found to have not upheld these standards, it shall be incumbent on the Executive Committee to formally consider suspending or ceasing any on-going contracts or involvement with that contractor/supplier.

### **What does this mean in practice?**

- CAODS are committed to making sure that everyone has the same opportunities and are not discriminated against in any way;
- All CAODS members are expected to adhere to this commitment;
- Any activity (e.g. social media) that a member of CAODS engages in outside of CAODS and which may bring CAODS into public disrepute shall be breaching the policy

## **DIVERSITY POLICY**

CAODS is committing to enhancing diversity and ensuring that all parts of the local community are represented. To this end, CAODS shall continue to programme work and undertake activities, which shall reach out to all parts of the community, especially those which may be under-represented.

**What does this mean in practice?**

- CAODS will continue to programme work and undertake activities that appeal to as wide a portion of the community as possible.

**December 2022**

*This policy has been put in place by the Executive Committee and will be regularly reviewed or may be amended at any time by the Executive Committee*