



Registered Charity
No 1157262

Diversity, Equity and Inclusion Policy

Overview

Duxford Saturday Workshop is committed to the equal and fair treatment of all individuals, including full members, occasional players and visitors, regardless of disability, age, gender, sexual orientation, race, ethnic or national origin, religious or political beliefs or opinions. Our aim is to avoid all forms of discrimination, direct or indirect. We will endeavour to make all of our activities inclusive and both the Trustees and Managers will maintain an awareness of possible discrimination in the planning of our activities.

Membership

Membership is open to all adults and to children and young people over the age of 5. No-one will be refused membership of Duxford Saturday Workshop, be prevented from working with us or taking on the role of Tutor, Manager or Trustee on any of the grounds listed above.

Responsibility

The Trustees are responsible for implementing this policy through its normal processes and through raising awareness within the membership. Trustees, Managers and Tutors will take account of guidance on best practice where appropriate. Members will be made aware of the policy and will be invited to contribute suggestions.

Publicity

Workshop's publicity material will reflect this policy and project it positively (both in written communications and through photos, videos etc) so that people from all sections of the community are encouraged to participate.

Financial concessions

To encourage participation of all socio-economic groups, Workshop will, when appropriate, offer reduced membership and/or subscription charges.

Premises and equipment

All reasonable steps will be taken at the planning stage to ensure that premises used for rehearsals and performances provide suitable facilities for people with disabilities. Trustees, Managers and Tutors will make reasonable adjustments to the provision and use of equipment so that it can be used by all. Those organising teaching groups, rehearsals, performances, workshops etc. will take account of these matters in their planning.

Monitoring and review

The Trustees are responsible for monitoring the implementation of the policy. The Trustees may seek guidance and would welcome input from members.



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Version Control - Approval and Review

Version No	Approved By	Approval Date	Main Changes	Review Period
1.0	Trustees	8 th February 2025	Initial version	3 years