



**Mahogany Opera Group**

**Equal Opportunities Policy Statement**

Mahogany Opera Group is committed to eliminating discrimination and encouraging diversity across all the areas of our work. Our aim is that those we come into contact with as staff, artists, audiences and participants will be truly representative of all sections of society. It strives to provide a working environment free from any form of harassment, intimidation, bullying, victimisation or discrimination.

We are committed to providing access for all people to opera as participants, practitioners and audience members, throughout the range of our activities.

We shall treat individuals openly and fairly with dignity and respect.

All members of the organisation will demonstrate their commitment to these principles and will challenge behaviour which is unacceptable, in particular on the grounds of age, gender, race, nationality, ethnic or national origin, disability, religion or belief, sexual orientation, marital status, care responsibilities, education and economic situation.

We believe that the value of an equal opportunities policy lies not merely in its intention but in its practical delivery. It is important, therefore, that the company also reflects, where possible, its Equal Opportunities policy within the content areas of its programme of work.

This policy is accompanied by a Diversity Action Plan detailing how it will deliver this policy.

We shall ensure that our policies and procedures reflect the principles set out in this policy. It is the responsibility of the General Manager to monitor effectiveness and develop where necessary the Equal Opportunities policy and its implementation and make reports to the Board of Directors.

Last revised 6 February 2019