



Equal Opportunities Policy Statement of Intent

- The Ladders Young Performers and Writers Club is committed to a policy of equal opportunities in employment, membership and in the planning of its programme of activities and events.
- Membership of the club is open to all young people, regardless of race, sex, marital status, nationality, ethnic or national origin, colour, creed, disabilities or sexual orientation and the club does not discriminate against people with HIV/Aids
- The club will challenge and fight against racism, sexism, homophobia and all forms of discrimination.
- The club will collaborate with other youth arts groups and providers to organise public performances which celebrate the diversity of cultures and languages in Waltham Forest.

To put this policy into action all members, workers and artists will sign this policy and agree to always challenge any behaviour which is sexist, racist, homophobic, insulting or discriminatory in any way. They also agree that:

- Members will inform the Coordinator, artists or assistant artists immediately of any bullying, insults or discrimination or if someone/something is worrying them.
- Ladders is a club for everyone, regardless of whether they are “good” at something or not. Members agree to never put people down or criticise each other in a negative way and to be fair and respect each other at all times.
- Members will arrive to workshop sessions on time. If they are going to have to miss a workshop session (Music, Dance, Drama, Video or Writing) then they will phone the Ladders office and leave a message.
- Everyone will welcome all new members, regardless of ability, race, culture, religion, sex, sexual orientation, AIDS/HIV status or disability.
- The Ladders Committee has the right to suspend or exclude members should they go against any of the policies of Ladders, either through words or actions.

September 1997 - Revised October 2002