



# UPFRONT THEATRE COMPANY STATEMENTS

## EQUALITY AND DIVERSITY

UpFront Theatre Company Ltd believes in offering an educational and high-quality product, available to anyone, irrespective of their protected characteristics (race, religion, gender, sexuality, age, marital status, disability, gender assignment or maternity.) We aim to encourage students to celebrate their backgrounds and unique qualities; and we aim to reflect that in our staff.

In both our booking and recruitment procedures, we will not discriminate:

- Any school can make a booking
- If a school has particular requirements, e.g. they would like us to work with students with learning or sensory difficulties, to the best of our ability, we will structure the workshop accordingly and put in place the reasonable adjustments.
- Our staff are required to have sufficient training (preferably drama school or university training, or sufficient acting or theatre-in-education experience) Within these requirements, anyone is eligible to apply to audition.
- We offer to provide feedback to any unsuccessful candidates outlining why they were not successful in getting the position.

## DATA PROTECTION STATEMENT

As per our terms and conditions, the personal contact at booked schools will be added to our password protected database. We require this information due to communication purposes about your booking.

No contact details will be passed on to third parties and subscribers can unsubscribe at any point.

## COMPLAINTS

As per the Terms and Conditions, any school has the right to complain or offer feedback.

Complaints will be handled professionally and objectively. They will be investigated by a minimum of 2 members of the team to ensure objectivity.

All complaints must receive a response.

## ECO-FRIENDLY

UpFront Theatre Company strives to operate in an economical and environmentally aware way. From our office equipment to rehearsal gear and props, we aim to use only sustainable, recyclable (or recycled) & pre-loved materials.

The kits for all our workshops are minimal. This means we can avoid environmentally-harmful vans or heavy vehicles. Where possible we aim to be car-free.