

## Arc's Equal Opportunities Policy

- Arc Theatre is committed to its Equal Opportunities Policy, from the employment of staff, through to administration and artistic content
- When seeking new staff, the Company endeavours to advertise as widely as possible - for example, actively researching appropriate press and periodicals known to have specific readership within black communities. Arc does not limit advertising to the trade journals
- Arc does not discriminate on any grounds, e.g. race, gender, age, culture, background, religious belief, marital status, sexuality, disability, or those with HIV or AIDS related illnesses, but in contrast actively encourages the celebration of human diversity. This is visibly reflected in the range of themed pieces that form the core delivery of the Company
- When casting performers, Arc may specify male or female to play a certain role
- Arc is highly committed to the area of disability and seeks to attract those with disabilities into its field of work
- Arc works extensively within a multi-cultural environment, and constantly collaborates with other artists to fulfil multi-cultural cross-curricular initiatives
- Arc has a wide multi-cultural audience. The Company works alongside teachers and educationalists to enable children with little English to participate within the medium of imaginative story and drama. Arc also works with bilingual children in their mother tongue, in addition to the English language, to facilitate confidence and language development
- Arc strives to highlight the need for social inclusion and rights and respect for all
- Arc uses an interview format in which the questions are directly tied to the job specification, and which allows the interviewee ample opportunity to present themselves fully to the Management, or the Board of Management (as required)
- Arc retains on file ethnic records of staff (in liaison with the individual) in order to analyse the relative visibility of different races within our work

For more information on our Policies and Procedures, please contact:  
Nita Bocking, General Manager, Arc Theatre, PO Box 1146, Barking, IG11 9WB  
Tel: 020 8594 1095 Fax: 01279 836370 Email: [nita@arctheatre.com](mailto:nita@arctheatre.com)