



Policy Statement on Equal Opportunities

The Highlands & Islands Theatre Network Limited (HITN) is committed to promoting understanding and enactment of the principles and practices of equality and justice.

HITN aims to provide equality of opportunity to all to gain access to and participate in the activities undertaken by the Company. This will be achieved by adherence to the following principles:

- Discrimination on the basis of colour, culture, origin, gender, sexual orientation or ability is not acceptable;
- The primary objective of HITN in relation to this policy is to encourage and enable open interaction and participation in all of its activities;
- The Company, Board, Members, participants and employees/contract workers will further this objective by contributing towards a friendly and understanding environment and by showing respect for, and appreciation of, one another as individuals.

HITN is committed to a policy of equal opportunities for all. Participants in HITN activities and projects will be engaged with on the basis of their ability and merits and accordingly to their suitability to the activity or project and subsequent requirements of any vacancy or assignment, as will candidates for employment by the Company. No one will be disadvantaged by a condition or requirement, which is not justified by the genuine needs of the activity, project or task.

Implementation of the Policy

It is a specific responsibility of the Board and Members of HITN to ensure that this policy is fully implemented and that all individuals either participating in, employed or contracted by HITN in the delivery of any activity or project are aware of the responsibilities and the legal obligations that fall upon them and upon HITN in regard to Equal Opportunities.

This statement of policy will form an addendum to any employment or contract documentation issued by HITN.



Board Directors will undergo briefing to enable them to meet the requirements of this policy. New Directors, Members, participants and any staff employed or contracted with will undergo briefing as part of their induction.

All participants in the activities of HITN will be offered advice and guidance to ensure they understand their responsibilities under the law and the spirit and principles of HITN's equal opportunities policy.

The Board will monitor its activities regularly in line with this Equal Opportunities Policy to ensure that no discrimination of any kind occurs in the transaction of the business of the Company.

Board Directors and Employees/Contract workers will be made aware that they are individually responsible for implementing this policy and complying with the discrimination legislation and in particular the principles of the Sex Discrimination Act, the Race Relations Act, the Disability Discrimination Act, and other relevant legislation.

Equal Opportunities Policy, October 2006.