



## **EQUAL OPPORTUNITIES POLICY / STATEMENT**

MT4Uth aims to promote equality of opportunity and good relations. We will ensure that Trustees, Management Committee and Staff understand and implement this.

MT4Uth's mission statement is "to improve access to all aspects of musical theatre to young people throughout Ireland" so that as many people as possible can enjoy musical theatre to as high a standard as possible. There is no audition process – everyone is welcome regardless of religious belief, political opinion, racial group, age, gender or disability. MT4Uth promotes interaction between all sections of the community throughout Northern Ireland and Ireland as a whole, developing cross-community friendships, focusing on disadvantaged areas.

MT4Uth recognises the integration of equal opportunities with its employment practices and seeks to provide Equal Opportunities to any employee or job applicant and aims not to discriminate either directly or indirectly on the grounds of race, colour, ethnic origin, nationality, language, gender, religion, marital status, disability or sexuality.

MT4Uth will adopt measures to ensure the absence of discrimination in employment practice. MT4Uth aims that all individuals selected as Artistic Staff or Administrative Staff, are selected on the basis of their relevant merits and abilities. This will apply from recruitment stage and we will monitor our practices to try to ensure that our equal opportunity policy is effective.

MT4Uth seeks to promote the rights and welfare of the young people taking part in MT4Uth activities. We are committed to ensuring the safety and protection of all the young people involved with MT4Uth and have adopted a Child Protection Policy in association with the POCVA NI (1<sup>st</sup> April 2005) and appointed a Child Protection Officer and Deputy Child Protection Officer to protect and safeguard the children. In all cases where there are child protection concerns the welfare of the young person is of paramount importance.