

Equality statement

Allegro is committed to fostering a community underpinned by values of equality, inclusion and collaboration. Our members strive to create a welcoming environment for every member of our cast and audience to take joy in the magic of musical theatre without threat of discrimination or harm. We welcome musical theatre fans of all kinds to our membership and actively work to ensure our rehearsal and performance environments are inclusive, accessible spaces.

However we recognise that, like so many sectors in Scotland, the performing arts have work to do to promote greater diversity and being representative, even at an amateur level.

With this in mind, we commit to:

- Regular training for our Committee and production team;
- Requiring Committee, members and Production Team to agree to adhere to the terms of our Equality and Inclusion Policy;
- Reinforcing to members that the Committee can be approached at any time to informally or formally discuss conduct considered in breach of our Equality policy within the limits of rehearsal/community boundaries (e.g. Facebook groups);
- Promoting respect and dignity for everyone, while maintaining respect for individuals' differences where they do not infringe on the rights or wellbeing of others;
- Creating a rehearsal and performance environment free from bullying, harassment, and unlawful discrimination;
- Taking reports of discrimination, bullying, harassment or other concerning behaviour seriously, and acting swiftly to resolve issues as they arise in a confidential and respectful manner;
- Monitor our efforts and gather members' input to ensure this is a members-led initiative and represents the needs and ideas of current members, creating a subcommittee or short-life working group, where required, to address specific projects.

Equality and Inclusion Policy

This Policy provides a baseline for equality, respect and fair conduct and acts as a point of accountability for all. The members of Allegro, to include the Committee, and Production Team agree to adhere to the terms of this policy and, as such, agree:

1. Not to unlawfully discriminate against any member, person seeking to become a member or audience member because of the Equality Act 2010 protected characteristics of:

- a. age
 - b. disability
 - c. gender
 - d. marriage or civil partnership
 - e. pregnancy and maternity
 - f. race (including nationality, ethnicity)
 - g. religion or belief
 - h. sexual orientation
2. To oppose all forms of unlawful discrimination;

Access

Accessibility is about more than just physical spaces (although this is important, too!). To ensure Allegro remains accessible to as many existing and new members as possible, we have introduced the following:

1. Welcome Pack for all playing members to include:
 - rehearsal dates
 - venues
 - expectations for attendance
 - information about ticket/raffle expectations for all playing members
 - full list of Committee members' names and titles
2. Members Fee Bursary created for those who would like to join Allegro but cannot afford the full Members fee. This can be applied for ahead of auditions and will not factor into final casting decisions. Recipients of the Bursary will remain anonymous unless they explicitly wish otherwise.
3. Members Fund, distinct from the bursary, which is available to cast members on a rolling basis to reimburse those who need financial support to cover travel costs, childcare costs, or other unexpected costs which would otherwise prevent the member from attending rehearsal.
4. Car Share Channel for those travelling to rehearsal by car to advertise spaces in cars to and from rehearsal. This effort will hopefully ensure fewer members miss rehearsals due to travel issues, and we hope it will encourage community-building among members.
5. Social events to give those with caring responsibilities or jobs outside the 9-5 the opportunity to get more involved in community building, with all social events included in the rehearsal schedule.
6. A website update to include current Committee first names and their roles.

7. Publicised warnings for our shows to highlight potentially triggering content within the show, as well as lighting and pyrotechnics warnings.