



Peel

ROLEPLAY

peelroleplay.com

Equality, Diversity & Inclusion Policy

2023

Equality and Diversity Statement

At Peel Roleplay, we are dedicated to fostering an environment that celebrates and embraces the principles of equality, diversity, and inclusion. We believe that every individual, regardless of their race, ethnicity, gender, sexual orientation, disability, age, religion, or any other protected characteristic, deserves equal opportunities and fair treatment.

Our organisation is committed to promoting diversity and ensuring that all members of our team, including roleplay actors, employees, and clients, feel respected, valued, and included.

We firmly believe in the following principles:

Equal Opportunities

We are committed to providing equal opportunities to all individuals, ensuring that no one is treated unfairly or disadvantaged due to their background or personal characteristics. Our recruitment, casting, and selection processes are based solely on merit, skills, and suitability for the role, without any bias or discrimination.

Inclusive Environment

We strive to create an inclusive and welcoming environment where everyone feels comfortable and valued. We respect and appreciate the unique perspectives, experiences, and contributions that individuals from diverse backgrounds bring to our agency. We actively encourage open dialogue, collaboration, and mutual respect among our team members.

Non-Discrimination

Discrimination, harassment, or victimisation of any kind is strictly prohibited at Peel Roleplay. We are committed to eradicating all forms of discrimination and ensuring that individuals are treated with dignity, respect, and fairness. We embrace the diversity of our team and encourage a culture that values differences and promotes equality.

Accessibility

We are dedicated to promoting accessibility and removing barriers for individuals with disabilities. We strive to ensure that our facilities, services, and communication channels are accessible to all. Reasonable accommodations will be provided to ensure that everyone can fully participate and contribute to our agency.

Training and Awareness

We believe that education and awareness are vital in promoting equality and diversity. We provide ongoing training and development opportunities to our team members to enhance their understanding of equality issues, unconscious bias, and inclusive practices. This empowers our team to contribute to a supportive and inclusive environment.

Accountability

We hold ourselves accountable for upholding our commitment to equality and diversity. We regularly review and evaluate our policies, procedures, and practices to ensure they align with our principles. Any instances of non-compliance will be addressed promptly and appropriately, and individuals found to be in violation of our policies may face disciplinary action.

Collaboration with Clients

We actively engage with our clients to promote equality and diversity within their organizations. We advocate for inclusive casting practices and encourage our clients to adopt policies and practices that foster diversity and inclusion. We collaborate with them to create engaging and representative roleplay scenarios that reflect the diversity of society.

We understand that promoting equality and diversity is an ongoing journey, and we remain committed to continuously improving our practices and fostering an environment that values and respects every individual. By working together, we can create a positive and inclusive space where all members of our agency can thrive and fulfil their potential.



Introduction

At Peel Roleplay we are committed to promoting equality, diversity, and inclusion in all aspects of our organisation. We believe that everyone should be treated with dignity, respect, and equity regardless of inappropriate distinctions, such as age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation (as identified under the Equality Act 2010 as 'protected characteristics').

This policy outlines our commitment to equality and diversity and sets out the principles and guidelines for promoting a diverse and inclusive environment within our organisation.

Scope

This policy applies to all employees, contractors, and roleplay actors associated with Peel Roleplay. It covers all aspects of our operations, including recruitment, training, promotion, working conditions, and the provision of services to our clients.

Commitment

- **Equal Opportunities:** We are committed to providing equal opportunities for all individuals, irrespective of their background or personal characteristics. We will not discriminate against any individual based on protected characteristics as defined by applicable laws and regulations.
- **Diversity and Inclusion:** We value and embrace diversity in all its forms. We recognise that a diverse workforce and a diverse pool of roleplay actors enriches our delivery, innovation, and effectiveness. We are committed to creating an inclusive environment where everyone feels welcome, respected, and valued.
- **Elimination of Discrimination:** We will not tolerate any form of discrimination, harassment, or victimisation. Discrimination based on protected characteristics, including but not limited to age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation, is strictly prohibited.
- **Accessibility:** We are committed to providing reasonable accommodations and ensuring accessibility for individuals with disabilities. We will make every effort to remove barriers and provide equal access to our services, premises, and information.
- **Training and Awareness:** We will provide training and educational opportunities to our employees, contractors, and roleplay actors to increase awareness and understanding of equality and diversity issues. We will promote a culture of respect and inclusion through regular communication and engagement.
- **Accountability:** We hold ourselves accountable for upholding this policy and ensuring its effective implementation. Any employee, contractor, or roleplay actor found to be in breach of this policy may be subject to disciplinary action.

Implementation

This Policy will be implemented as follows:

- **Recruitment:** We will ensure that our recruitment process is fair and unbiased, focusing solely on an individual's skills, qualifications, and suitability for the role. We will actively encourage applications from underrepresented groups and take steps to attract a diverse talent pool across our head office team and roleplay actors.
- **Training and Development:** We will provide training and development opportunities to enhance our employees' understanding of equality and diversity issues and promote inclusive practices. We will ensure that all head office personnel and roleplay actors have access to appropriate training and support.
- **Harassment and Bullying:** We will not tolerate any form of harassment or bullying. We will provide a clear reporting mechanism for individuals to raise concerns, and we will investigate all complaints promptly and impartially to an clearly communicated timescale. Confidentiality and anonymity will be respected throughout the process.
- **Client Engagement:** We will actively engage with our clients to promote equality and diversity within their organisations. We will encourage our clients to adopt inclusive practices and provide guidance on how to create diverse and respectful environments.

Communication

This policy will be communicated to all employees, contractors, and roleplay actors associated with Peel Roleplay. We will encourage open dialogue, feedback, and suggestions for improvement from all stakeholders.

Responsibilities

- The Senior Management Team is responsible for leading the implementation of the Company's strategy in relation to equality, diversity and inclusion for employees, contractors and the roleplay actor cohort.
- All employees, contractors and roleplay actors representing the organisation have a responsibility to promote EDI.

Monitoring and Review

- We will regularly monitor and review our policies, practices, and procedures to ensure they align with our commitment to equality and diversity. We will collect relevant data to measure our progress, identify areas for improvement, and report on our performance.
- The administrative team will collect and analyse roleplay actor data for the purpose of recruitment, selection, training and placement on sessions and report this information annually to the Senior Management Team.
- This policy will be reviewed on an annual basis to ensure that it reflects best practice and current legislation.

Reporting

- If you feel you have received less favourable treatment based on the grounds of the identified protected characteristics, do not hesitate to report the matter to our Compliance Coordinator, or a member of the Senior Management Team as appropriate so the issue can be investigated and resolved.
- The Company does not and will not tolerate any discrimination and anyone found to be acting in such a way would face disciplinary action that could lead to dismissal. Everyone has a duty to report any such behaviour. We actively promote non-discriminatory behaviour and do not tolerate any behaviour that could be considered unlawful or is covered by matters mentioned above. Additional information is available from the website for the Commission for Equality and Human Rights www.equalityhumanrights.com and also the Equality Act 2010 www.legislation.gov.uk/ukpga/2010/15/contents

Complaints Procedures Related to Equality, Diversity and Inclusion

- The Company expects all members of its staff and wider community to treat others equitably, with dignity and respect. Any members of our staff and community who believe they have been discriminated against, harassed or bullied have the right to make a complaint free from victimisation or fear of retaliation.
- When making a complaint, normally the matter should be raised informally in the first instance with the immediate supervisor, line management or member of the Senior Management Team in relation of the person being complained of using the following procedures, as outlined elsewhere in the Company Handbook, as appropriate:
 - Grievance Procedures
 - Harassment and Bullying
 - Misconduct Policy
- Any member of staff may seek assistance and support from their trade union, the EDI representative, Management or Senior Management Team.
- Making a complaint does not prejudice an individual's right to make use of other procedures.
- We aim to support and protect anyone who makes a complaint, or who acts as a witness, under these procedures from victimisation or retaliation.



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