

Equality, Diversity & Inclusion (EDI) Procedure

Effective from: September 2026

Date Adopted: 23rd August 2026 **Date of last review:** 23rd August 2026

To be reviewed on/before: 23rd August 2026

Theatrix UK is committed to creating a welcoming, inclusive and respectful environment where every child, parent/carer, staff member and volunteer feels valued and able to participate.

We believe that drama, dance, singing and musical theatre should be accessible and enjoyable for all children.

This procedure outlines how Theatrix UK promotes **Equality, Diversity and Inclusion (EDI)** throughout our classes, workshops, holiday clubs, rehearsals, productions, events and working practices.

1. Our Commitment

Theatrix UK is committed to:

- Treating all children, families, staff and volunteers fairly and with respect;
- Providing an environment free from discrimination, harassment, bullying and victimisation;
- Celebrating difference and encouraging children to respect one another;
- Providing fair opportunities to participate, learn, perform and develop;
- Making reasonable adjustments where appropriate and practicable; • Challenging discriminatory or inappropriate behaviour; and
- Reviewing our practices to ensure they remain inclusive.

No child should feel excluded from Theatrix because of who they are or their individual circumstances.

2. Equality & Protected Characteristics

Theatrix UK will not unlawfully discriminate against an individual because of a protected characteristic.

Under the **Equality Act 2010**, protected characteristics include:

- Age;
- Disability;
- Gender reassignment;
- Marriage and civil partnership;
- Pregnancy and maternity;
- Race;
- Religion or belief;
- Sex; and
- Sexual orientation.

We also aim to create an inclusive environment for children and families from different backgrounds, family structures, financial circumstances and educational needs.

3. Inclusive Classes

Staff should aim to ensure that activities are accessible and inclusive for the children attending.

This may include:

- Adapting instructions or activities where appropriate;
- Providing different ways for children to participate;
- Allowing additional processing or preparation time;
- Using age-appropriate and inclusive language;
- Encouraging participation without unnecessarily placing children under pressure; • Considering individual needs when organising groups, partners or activities; and
- Promoting positive and respectful relationships between students.

Equality does not always mean treating every child in exactly the same way. Some children may require different support or reasonable adjustments to enable them to participate successfully.

4. Additional Needs & Reasonable Adjustments

Parents/carers are encouraged to tell Theatrix UK about any additional needs or adjustments that may help their child participate.

Where appropriate, we will discuss the child's needs with their parent/carer and consider reasonable adjustments.

This could include adjustments to:

- Teaching methods;
- Instructions;
- Activities;
- Breaks;
- Positioning within the room;
- Performance arrangements;
- Rehearsal expectations; or
- Communication with the child.

We will consider each child's circumstances individually.

Where we are unable to safely meet a particular need within our staffing, venue or operational arrangements, we will discuss this openly with the parent/carer and explore reasonable options where possible.

5. Casting & Performance Opportunities

Theatrix UK aims to make casting decisions fairly and appropriately.

Casting may consider factors including:

- Age;
- Ability;
- Confidence;
- Vocal or dance requirements;
- Character suitability;

- Attendance;
- Commitment;
- Behaviour;
- Rehearsal availability; and
- The requirements of the production.

Not every child will receive the same role or amount of stage time in every production.

However, casting decisions must **never be based on unlawful discrimination**.

We aim to provide children with meaningful opportunities to participate and develop across their time at Theatrix.

6. Costumes & Changing

Costume decisions should be appropriate for the child's age and the requirements of the performance.

Staff should be sensitive to individual needs relating to:

- Comfort;
- Modesty;
- Religion or belief;
- Disability or additional needs; and
- Sensory requirements.

Where a parent/carer has a concern regarding a costume, they should discuss this with Theatrix UK so that an appropriate solution can be considered.

All changing arrangements will follow Theatrix UK's safeguarding procedures.

7. Bullying, Discrimination & Inappropriate Language

Discriminatory behaviour, bullying, harassment or deliberately offensive language will not be accepted at Theatrix UK.

This includes behaviour relating to another person's:

- Race or nationality;
- Disability;
- Religion or belief;
- Sex;
- Sexual orientation;
- Gender identity;
- Appearance;
- Family circumstances; or
- Any other personal characteristic.

If inappropriate language or behaviour occurs, staff should respond in an **age-appropriate and educational way**.

Depending on the circumstances, this may involve:

1. Stopping and challenging the behaviour.
2. Explaining why the behaviour or language is inappropriate.

3. Supporting the child affected.
4. Informing the Lead Teacher/Principal.
5. Speaking with the relevant parent/carer.
6. Recording the incident where appropriate.
7. Taking further action if behaviour is serious or repeated.

Serious incidents may also be dealt with under Theatrix UK's Behaviour and Safeguarding procedures.

8. Staff & Volunteers

All staff and volunteers are expected to:

- Treat children, families and colleagues fairly and respectfully;
- Use appropriate and inclusive language;
- Challenge discrimination and bullying;
- Avoid stereotypes or assumptions;
- Consider individual needs when planning and delivering activities;
- Maintain professional boundaries; and
- Report concerns to the appropriate senior member of staff.

Discriminatory behaviour by a member of staff or volunteer will be taken seriously and addressed by Theatrix UK management.

9. Parents, Carers & Visitors

We expect parents, carers and visitors to contribute to a respectful and inclusive environment.

Discriminatory, abusive, threatening or harassing behaviour towards children, staff, volunteers or other families will not be accepted.

Where necessary, Theatrix UK reserves the right to address inappropriate behaviour and take proportionate action to protect children, staff and other families.

10. Teaching Materials & Themes

Where appropriate, Theatrix UK will aim to expose children to a broad and positive range of:

- Stories;
- Characters;
- Music;
- Theatre styles;
- Cultures;
- Experiences; and
- Role models.

Staff should avoid reinforcing harmful stereotypes and should ensure that material used within classes is appropriate for the age and needs of the children attending.

11. Raising a Concern

If a parent/carers, child, member of staff or volunteer has an EDI-related concern, they are encouraged to raise it with the **Principal or Lead Teacher**.

Concerns will be:

- Taken seriously;
- Considered fairly;
- Handled sensitively;
- Recorded where appropriate; and
- Addressed in accordance with relevant Theatrix policies and procedures.

Nobody should be treated unfairly because they have raised a genuine concern.

12. Safeguarding

Where discrimination, bullying or harassment creates a safeguarding concern, staff must follow the **Theatrix UK Safeguarding & Child Protection Policy** and report the matter to the Designated Safeguarding Lead.

The safety and wellbeing of the child will always be the priority.

13. Our Approach

At Theatrix UK, we want children to feel that they can:

Be themselves.

Feel welcome.

Be respected.

Take part.

Be creative.

Develop confidence.

Celebrate each other's differences.

We recognise that inclusion is an ongoing responsibility and will continue to review our practices as Theatrix UK develops.

Policy Review: This procedure will be reviewed regularly and updated when necessary, including where relevant legislation or guidance changes.

Theatrix UK – Drama, Musical Theatre & Creative Opportunities for Little Ones