

EQUALITY & DIVERSITY POLICY STATEMENT

Our Principle Commitments

Clean Break produces ground breaking theatre which challenges injustice in and beyond the criminal justice system. As such, a commitment to Equality, Diversity and Inclusion is fundamental to Clean Break's core values and sits at the heart of our vision. We firmly believe that everyone is entitled to live freely without fear of harassment, prejudice or discrimination. Anti-racism is a non-negotiable at Clean Break and in 2021-23 we are embedding work to challenge racism where it shows up in our organisational practices and structures and to actively challenge it in the sectors we work in.

Because our work is about highlighted women's experiences and providing gender-specific services to women, we employ only women to deliver our services in accordance with our exemption under The Equality Act 2010, Part 1, Schedule 9. We recognise that many women have historically been excluded from areas of society (such as employment, services, education) because of society's prejudice and discrimination. We strive to ensure equality of opportunity for all women, inclusive of, but not limited to, those with protected characteristics under the Equality Act 2010. We recognise that women experience discrimination on the grounds of their: 'race', colour, ethnic or national origins, sex, gender-reassignment, disability, sexuality, age, political beliefs, religious beliefs, trade union membership, economic status or class, criminal convictions, marital status or family circumstances. This list is not exhaustive.

Within the parameters of the Company's mission, we are committed to being an inclusive organisation which reflects and values the diversity of the women that we work with. We strive to embrace and celebrate a broad definition of diversity within the framework of existing legislation. We recognise the significant benefits to the Company of having a diverse workforce. We actively seek the creativity, excellence, and different perspectives that individuals of all backgrounds and abilities bring to our work, which is enriched through collective experiences. We will take positive action to encourage applicants from diverse backgrounds, so that staff will better represent the demography of the communities served.

We have developed a practice of engaging our community in our equalities policy development and associated action plans, seeking contributions from our Members¹, staff, Board of Trustees, and artists. This facilitates a process of learning, and deepening understanding as well as ensuring that our policies and practices are informed by those with lived experience and are embedded in the organisational culture. In 2022/23 we are undergoing a review of our full Equality and Diversity Policy and accompanying Anti-racism Policy and Trans Inclusion Policy. In 2023 we will embark on a review of our Disability Policy and practices. On completion of each of these policy areas, they will be made available on our website.

Our Board of Trustees has ultimate accountability for compliance with the Equality Act and for monitoring equality across the organisation.

¹ Women with lived experience of the criminal justice system and women at risk of entering it.