
Equal Opportunities Policy

Issued: 5th June 2025

Review Due: 5th June 2026

1. Policy Statement

Pageant Productions is committed to promoting equality, diversity and inclusion in all areas of our work - from recruitment and project delivery to day-to-day interactions with clients, staff, freelancers, and the wider public.

We aim to create an environment where everyone feels respected, valued and empowered to contribute fully, regardless of background or personal characteristics. We actively oppose all forms of unlawful and unfair discrimination.

This policy applies to all individuals working with or for Pageant Productions - including freelancers, casual workers, clients, participants, and visitors.

2. Our Commitment

Pageant Productions will not discriminate, either directly or indirectly, on the grounds of:

- Age
- Disability
- Gender reassignment
- Marital or civil partnership status
- Pregnancy or maternity
- Race, ethnicity or nationality
- Religion or belief
- Sex or sexual orientation

We recognise that discrimination can be subtle or systemic, and we are committed to identifying and challenging inequality in all forms.

We are also committed to upholding the Social Model of Disability - recognising that people are disabled by barriers in society, not by their impairments.

3. Responsibilities

3.1 Gary Jarman - Responsible Person

As Manager of Pageant Productions, Gary Jarman holds overall responsibility for ensuring this policy is upheld and reviewed annually. Gary is also responsible for:

- Creating an inclusive culture within the organisation.
- Addressing and investigating any complaints or concerns of discrimination or unfair treatment.
- Making reasonable adjustments to support access and participation.
- Ensuring freelancers, clients and collaborators are aware of our values and expectations.

3.2 Freelancers and Casual Workers

All individuals working with Pageant Productions are expected to:

- Treat others with dignity and respect.
- Avoid language, behaviour or assumptions that could be discriminatory or offensive.
- Challenge inappropriate behaviour where safe to do so, or report concerns to Gary Jarman.
- Support an inclusive working environment, particularly when working with underrepresented or marginalised groups.

4. Inclusive Practice

- Actively seek to work with people and organisations who share our values.
- Reflect diversity in the stories we help tell through film.
- Use accessible venues and platforms wherever possible.
- Provide reasonable adjustments for disabled people - whether staff, participants or audience members.
- Regularly review our practices to ensure they remain inclusive.

When delivering workshops or projects with specific communities (e.g. young people, people with learning disabilities, marginalised groups), we will take additional care to understand and meet their access needs.

5. Recruitment and Freelance Engagement

- Provide fair and transparent access to opportunities.
- Value lived experience and transferable skills, not just formal qualifications.
- Avoid bias in how we select or assess applicants.
- Widen access to creative work for people who are underrepresented in the industry.
- Provide supportive environments where newer or less experienced collaborators can thrive.

6. Concerns and Complaints

We encourage an open culture where concerns can be raised without fear of reprisal. Any instances of discrimination, harassment or bullying should be reported to Gary Jarman as soon as possible. Reports will be taken seriously, investigated sensitively, and appropriate action taken.

7. Policy Review

This policy will be reviewed annually, or sooner if there are significant changes in legislation, practice or concern raised.

Policy Owner: Gary Jarman

Last Reviewed: 5th June 2025

Next Review Due: 5th June 2026