

Youth Music Theatre UK recognises that by the integration of the spirit of equal opportunities with its employment practices and human resource policies the full potential of staff employed by the company may be maximised to the benefit of the employee, the organisation and the young people using its services.

YMT seeks to provide Equal Opportunities to any employee or job applicant and aims not to discriminate either directly or indirectly on the grounds of race, colour, ethnic origin, nationality, language, gender, religion, marital status, disability or sexuality. YMT also affirms its commitment to treat part-time staff as equitably as full-time staff, having regard to national and local conditions of service and to statute.

YMT will adopt measures to ensure the absence of discrimination in employment practice. YMT aims that all individuals will be selected, treated and promoted on the basis of their relevant merits and abilities. The principle will apply from the first stages of recruitment to promotion, training, facilities, procedures and all terms and conditions of employment. YMT will in future monitor its employment practices to try to ensure that its equal opportunity policy is effective, and will take action to remedy any deficiencies identified during monitoring.

Projects should be accessible wherever possible to all young people, both able and disabled. YMT is committed to using, where possible, venues that are fully accessible. Disabled young people and their parents are to be consulted on their needs, and suitable types of provision provided or developed.

YMT seeks to endorse Article 31 of the United Nations Convention on the Rights of the Child (Every child has the right to rest and leisure, to engage in play and recreational activities appropriate to the age of the child and to participate freely in cultural life and the arts).

YMT seeks to promote the rights of the child and young person to express their views, and have those views given weight.

Young people have the right to be safe and protected from harm. YMT has a commitment to ensure the safety and protection of young people. In all cases where there are child protection concerns the welfare of the young person is paramount.

When there are allegations of abuse, efforts should be made to consult the young person about her or his views and wishes, having regard for the individual's age and understanding. All activity should be sensitive to the young person's needs.

Parents and carers must be made aware of YMT's duties in relation to child protection. When there are child protection concerns staff should consult with parents and other relevant adults. They should involve them in discussions and decision making, unless this could be detrimental to the young people.

YMT is committed to anti-discriminatory practice. Staff handling child protection concerns must always give consideration to the young person's religious background, racial origin, cultural and linguistic background, gender, sexuality and any disabilities. Consideration of these issues must not obscure the fact that the welfare of the young person is of paramount importance.

For further details please contact the YMT office on 0844 415 4858.