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# **We Are Emma Rice Company**

## **Our Commitment to EDI & Access**

### **2026/27**

EMMA RICE COMPANY is  
the trading name of  
Wise Children and is a  
registered charity.

Reg Charity No. 1178358

**WE ARE EMMA RICE COMPANY:**  
**OUR COMMITMENT TO EQUALITY, DIVERSITY, INCLUSION AND**  
**ACCESS**

**We are Emma Rice Company**

**We look forward with hope, truth and joy - without forgetting the past.**

**We believe in a workplace where everyone has an equal voice that they feel empowered to use.  
We believe in a workplace that is positive, safe and rewarding, and a creative environment that  
is inclusive, collaborative, fun and respectful.**

**We believe that the life affirming act of making theatre should be free from bullying,  
harassment and negative behaviour.**

**We celebrate our differences and recognise that our policy of diversity and inclusion is a  
constantly evolving process.**

**We believe in kindness, honesty and simplicity. We want our interactions with each other to be  
confident, considerate and relaxed.**

**We want to be ourselves, but also mindful of how our actions may be perceived by others.**

**We take responsibility for the power and influence we have and strive to understand the  
impact of using that power.**

**We want to build relationships based on mutual respect.**

**We want everyone to enjoy being part of Emma Rice Company.**

**We want everyone to be proud of being part of Emma Rice Company.**

*“If we want a mix of different people represented on stage, we need to tell stories that are not just about ourselves. We need to stop looking in the mirror and start to look outwards. We need to be curious, brave and generous and let the work, and the choice of projects we make be influenced by the changing landscape of communities and artists. We need to use our power to change the world, and change it fast.” Emma Rice*

Emma Rice company is an equal opportunity employer. We are committed to a policy of excellence, innovation and diversity. We are committed to ensuring within the framework of the law that our workplaces are free from unlawful or unfair discrimination because of Protected Characteristics as defined by the Equality Act 2010. We have adopted this policy as a means of helping to achieve these aims.

### **The Protected Characteristics are:**

- Age
- Disability
- Gender Reassignment
- Race
- Religion or Belief
- Sex
- Sexual Orientation
- Marriage and Civil Partnership
- Pregnancy and Maternity

### **What is discrimination?**

- Direct discrimination – when someone is treated less favourably than another person because of a Protected Characteristic.
- Associative discrimination or discrimination by association – direct discrimination against someone because they associate with another person who possesses a Protected Characteristic.
- Discrimination by perception – direct discrimination against someone because it is thought that they possess a particular Protected Characteristic even if they do not actually possess it.
- Indirect discrimination - occurs where an individual's employment is subject to an unjustified provision criterion or practice which e.g. one sex or race or nationality or age group finds more difficult to meet, although on the face of it the provision, criterion or practice is 'neutral'
- Harassment – unwanted conduct related to a relevant protected characteristic which has the purpose or effect of violating an individual's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual. You may complain of such offensive behaviour even if it is not directed towards you personally.
- Victimisation – when an employee is treated less favourably because they have made or supported a complaint or raised a grievance under the Equality Act 2010 or are suspected of doing so.

### **Emma Rice Company's Commitment**

We are committed to ensuring that all our employees and applicants for employment are protected from unlawful discrimination in employment.

Recruitment and employment decisions will be made on the basis of fair and objective criteria. Person and job specifications shall be limited to those requirements which are necessary for the effective performance of the job. Interviews will be conducted on an objective basis and personal or home commitments will not form the basis of employment decisions except where necessary and relevant.

All employees have a right to equality of opportunity and a duty to implement this policy. Discrimination is a serious disciplinary matter which will normally be treated as gross misconduct.

Anyone who believes that he or she may have been disadvantaged on discriminatory grounds should raise the matter through Emma Rice Company's grievance procedure.

### **Dignity at Work**

Emma Rice Company is committed to ensuring that everyone is able to work with dignity. Below is set out the company's dignity at work policy, including our policy on harassment and bullying, and the reporting process for any colleague who feels they are at risk of harassment or bullying. This policy applies to all staff, employees, those engaged as performers and stage managers, members of the creative and production teams and all visiting contractors. It is our aim to provide a positive, safe and rewarding working environment that is based on collaboration and respect and free from bullying, harassment and negative behaviour.

Harassment affects the entire working environment and can have a devastating effect on the health, confidence, morale and performance of those affected by it. It may also have a damaging effect on other employees not themselves the object of unwanted behaviour who are witness to it or who have knowledge of the behaviour. All employees are entitled to a working environment which respects their personal dignity and which is free from such objectionable conduct. Harassment is a disciplinary offence and it will normally be treated as gross misconduct.

We ask everyone working at or for Emma Rice Company to consider the impact that their actions or comments may have on others and to take responsibility for their own behaviour.

This policy will be due for regular review. It is the responsibility of all managers and employees of Emma Rice Company to ensure this policy is upheld and clearly communicated to everyone working with us.

### **Responsibilities**

Every employee is responsible for treating their colleagues with dignity and respect. We expect all employees to recognise and respect that each individual has a right to a working environment which encourages respectful and considerate working relationships. Emma Rice company are opposed to harassment and bullying in any form.

Every employee is responsible for their own behaviour, and any threatening or aggressive language or behaviour, bullying, harassment or unwanted sexual attention may result in disciplinary action.

All of those employed and/or contracted for work at Emma Rice Company have a statutory and contractual duty to safeguard themselves, and others, from behaviour and practices that comprise of harassment, bullying, or other forms of harm. Anyone who believes that he or she may have been the victim of harassment should raise the matter to their line manager, the Head of Organisation or a member of the management team.

Where harassment arises from people not directly employed by Emma Rice Company eg. audience or clients, such complaints will be taken seriously and will be pursued with the third party concerned, exercising whatever sanctions are available.

### **Harassment is**

- Unwanted conduct related to a relevant Protected Characteristic which affects the dignity of men or women at work; or
- Bullying of colleagues by intimidatory behaviour; or
- Unfavourable conduct at work, whether verbal or non-verbal, towards someone based on a Protected Characteristic which could affect his/her dignity at work.

This includes any behaviour that is intimidating, offensive, degrading, humiliating or hostile; which sexualises the workplace; which affects the dignity of individuals at work; or which causes stress, anxiety, fear or sickness on the part of the harassed person. A single incident can amount to harassment if sufficiently grave.

### **Examples of harassment include:**

- Insensitive jokes and pranks.
- Lewd comments about appearance.
- Unwanted body contact.
- Displays of sexually offensive material.
- Repeated instances of minor harassment acts.
- Requests for sexual favours.
- Speculation about a person's private life and or sexual activities.
- Threatened or actual violence.
- Threat of dismissal, loss of promotion, etc. for refusal of sexual favours.
- Jokes about a person being either too old or too young to do a job properly.
- Age related jokes.

Harassment based on age, sex, race, disability, sexual orientation, gender re-assignment, ethnic or national origins, religion or belief, or harassment of a sexual nature, is unlawful and may render the persons responsible personally liable for legal action or criminal proceedings.

Bullying is defined as any form of physical or verbal attack and/or threat of such, or the abuse of position, in order to attack or undermine the confidence or ability of another, or to place another

employee under unreasonable pressure or subjecting another to detrimental treatment, by either act or omission. Bullying includes offensive, intimidating, malicious or insulting behaviour or a misuse or abuse of power. Bullying can be physical, verbal or non-verbal conduct.

Any employee experiencing any of these issues should raise the matter to their line manager, the Head of Organisation or a member of the management team or refer to the company's Grievance Procedure for details on how to access support.

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