



Diversity, Equity & Inclusion Policy

AN NUADHA PLAYERS

V0.1

07 August 2025



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Definitions

An Nuadha Players, a community theatre group based in Maynooth, Co. Kildare and owner of this document, associated processes and documentation. (hereafter “**An Nuadha Players**”, “**Group**”).

Member(s), a person who has paid membership to An Nuadha Players.

Volunteers, person(s) who are not members of the Group but are involved in supporting the Group for events and shows. Example: Front of House Team, Backstage Team etc.

Service Providers, person(s) who are engaged by the Group to aid in our running of productions. Example: Musical Director, Choreographer, Lighting Engineer, Sound Engineer.

Committee, the elected body of responsible persons for the running and management of An Nuadha Players.



Introduction

An Nuadha Players believe it is our collective responsibility to ensure that our work, our spaces, and our practices are welcoming, inclusive, and representative of the rich diversity of our community. We are committed to fostering an environment where everyone feels they belong, regardless of background, identity, or ability, and where every member shares responsibility in creating and maintaining this culture.

We recognise that barriers to access and participation in the arts still exist for many. We believe, however, that theatre can be a powerful agent for change by creating spaces of creativity, equality, and collaboration for all artists, volunteers, audiences, and members.

This Diversity, Equity & Inclusion Policy outlines our commitment to equity in all aspects of our organisation, in compliance with Irish legislation including the **Equal Status Acts 2000–2018**, the **Employment Equality Acts 1998–2015**, and the **Disability Act 2005**.

Our Core Commitments

We are committed to promoting:

- A culture that values diversity, inclusiveness, dignity, and respect for all
- Equality of opportunity and access for everyone
- Openness, transparency, and accessibility across all levels of the organisation
- A welcoming and safe community space where individuals are treated with fairness and valued for their contributions
- Active opposition to all forms of discrimination, harassment, and bullying

We aim to ensure that physical, emotional, intellectual, and religious needs are recognised, respected, and supported, and we will proactively work to eliminate both visible and invisible barriers to participation.

Rights of All Participants

All members and participants of An Nuadha Players have the right to:

- Be treated fairly, equally, and with respect at all times
- Be valued as individuals and respected for their unique identity and contributions
- Challenge unfair barriers and have those challenges taken seriously, with appropriate actions taken to address them
- Practice their cultural and religious traditions without prejudice
- Access full support from the organisation when raising concerns about discrimination or unacceptable behaviour



Casting and Creative Practice

Our casting policy is rooted in our belief in open, inclusive, and fair opportunities for all. We cast the most suitable actors for each role, without prejudice or bias. Directors are expected to fully embrace and implement our Diversity, Equity & Inclusion Policy.

We value diversity in terms of race, ethnicity, disability, gender, sexuality, socio-economic background, faith, and age. If a specific attribute is essential to a role, this will be clearly stated in audition notices. Everyone is welcome and encouraged to audition, and this policy will be communicated transparently to all directors and auditionees.

Accessibility and Inclusion in Practice

We are committed to four key areas of inclusion, to the best of our ability:

- **Physical Inclusion:** Ensuring accessibility in all our venues and rehearsal spaces, including wheelchair access, and accessible toilets.
- **Emotional Inclusion:** Fostering an emotionally safe environment, with sensitivity to mental health and well-being.
- **Intellectual Inclusion:** Supporting individuals with intellectual disabilities or learning differences through adapted materials, and accessible communication.
- **Religious Inclusion:** Respecting all faiths.

Responsibilities of the Community

Upholding this policy is a shared responsibility. Every individual within the An Nuadha Players community - regardless of role, experience, or background - has a duty to:

- Actively promote inclusion and respect
- Be mindful of unconscious bias and systemic inequality
- Speak out against discrimination and unfair treatment
- Ensure our values are embedded in day-to-day interactions, rehearsals, performances, and decisions
- To be sensitive to favoritism and seek to address it if seen

We do not tolerate discrimination based on age, race, ethnicity, nationality, culture, language, religion, or lack thereof, political beliefs, gender, gender identity, sexual orientation, marital or parental status, disability, mental health, medical conditions, socio-economic background, employment status, physical appearance, or any other irrelevant distinction.



Participation and Recruitment

An Nuadha Players welcome participants from all communities. Our recruitment and selection practices are transparent, fair, and grounded in equal opportunity. No one will be excluded on the basis of protected characteristics (as outlined on page 4).

We encourage participation from underrepresented groups and aim to reflect the diversity of Irish society in our membership, leadership, and programming.

Code of Conduct

All members, committee members, volunteers, and service providers are expected to:

- Treat others with respect, fairness, and kindness
- Refrain from discriminatory language or behaviour
- Handle disagreements or complaints through respectful, confidential dialogue
- Uphold the values outlined in this policy in all aspects of their involvement

Any breach of this code will be addressed in an appropriate manner.

Training and Awareness

Where possible, we will provide diversity, equity, and inclusion training for the committee and volunteers. We will promote awareness of unconscious bias and inclusive practices, even within limited resource capacities.

Monitoring and Review

- This policy will be reviewed annually
- Feedback from members will be welcomed and used to improve our inclusion practices.
- Breaches of this policy will be taken seriously and will be addressed in an appropriate manner

Contact

For any questions, suggestions, or concerns regarding inclusion, please contact annuadhaplayers@gmail.com.



Signature

This policy was adopted by the Committee and is enforceable from the last signed date of all signatories;

Signatories

John Bean
Signed

John Bean
Name

Chairperson
Position

Aug 7, 2025
Date

Roberta Hines
Roberta Hines (Aug 8, 2025 13:56:12 GMT+1)
Signed

Roberta Hines
Name

Joint Secretary
Position

August 7., 2025
Date

Maria FitzGibbon
Maria FitzGibbon (Aug 13, 2025 00:00:58 GMT+1)
Signed

Maria FitzGibbon
Name

Joint Secretary
Position

11th August, 2025
Date