

Equal Opportunities Policy

Lynx Theatre and Poetry (“Lynx”) does not discriminate on grounds of race, gender, age, disability, religious beliefs, or sexual orientation in its membership, trustees, employees and volunteers.

Lynx seeks to include a wide representation of the community in its governing body and arts activities. Members and trustees of the organisation believe that a non-discriminatory policy will encourage social integration, especially of the old, the young, and those disadvantaged by problems of disability or education, and to this end they encourage the disadvantaged to take part in the organisation’s activities.

Lynx will seek to use venues which are suitable for those who are disabled (both as performers and audience), and will put pressure on non-compliant premises to become compliant. Lynx will also look for ways to make its own performances more widely accessible

Lynx is proud of its record on equal opportunities. For example, over the course of its existence, Lynx has:

- Employed equal numbers of men and women;
- Employed BAME staff at a higher proportion than the national average (16.7% against 6.2%);
- Employed disabled staff though at a lower proportion than the national average (6.7% against 9.3%), including adapting productions to enable disabled actors to perform in them;
- Provided significant performance roles for women;
- Employed women in roles historically occupied by men, such as directors, technicians and stage managers;
- Employed men in roles historically occupied by women, such as office work;
- Successfully brought together employees from across the divide in Northern Ireland (before the peace process).

Lynx fully intends to continue to build on this record in the future.