



**Blackburn Empire Theatre Ltd**  
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## Inclusivity and Diversity Policy 2024

The Blackburn Empire Theatre is a community theatre run for the people of Blackburn, By the people of Blackburn. We aim to programme a variety of shows and events catering for everybody. We believe that being available to every member of the community and including them as much as possible, gives us the foundations of a strong relationship with every person living in Blackburn and also surrounding areas.

We understand that some people have more complex needs than others and we endeavor to cater for these needs as best as we can. We are constantly working with show producers and promoters to provide a trusty platform where more tailored and specialized shows can be offered. We currently have very good wheelchair access across the complex and are able to offer wheelchair users direct level access to the foyer or stage. Accessible WC facilities are also located all around the complex, Including backstage. For patrons and customers who may at times find things a bit overwhelming, We offer the use of our foyer space as a relaxed and quiet area. All shows are displayed on 2 big screens in the foyer, so customers can still watch the show but in a more relaxed environment. Our accessibility for all users is very important to us and we regularly discuss ways that we can improve on the services currently offered.

The Blackburn Empire Theatre and all our staff and volunteers, offer a warm, friendly and welcoming environment for everybody. Regardless of Ethnicity, Religious background, Gender or sexual orientation. Any reports of abuse or violence will be severely dealt with. We implement a zero tolerance approach on all Racial, Sexist, Homophobic, Transphobic and any other offensive or derogatory behavior.

As a multi use space, We remain 100% neutral on all political and religious beliefs. We believe that everybody has the right to use the space and we welcome everybody to get involved. The Blackburn Empire relies on a dedicated team of volunteers to help with essential running and operational needs. Anybody is welcome and no previous experience is required. Any views or opinions expressed during a performance or presentation are those solely of the person



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expressing them. Often certain topics and subjects are discussed or dramatized during a performance. These in no way reflect on the Empire's neutral beliefs or stances.

If any persons report any incidents of discrimination or harassment. It will be dealt with at the highest of levels. Starting with a full statement being taken. If needed, the authorities will be called and correct legal routes taken. This again enforces our zero tolerance approach.

As mentioned above. Some shows and events may include topics and material of a sensitive nature. These shows are always clearly identified and all persons made aware of the potential content that may be discussed or mentioned. As a venue that believes strongly in remaining neutral. We believe that everybody should be given the chance to express their freedom of speech. By denying people this right makes the Empire look to be siding with certain beliefs.

Everyday we learn new things and adapt to new ways of living. This is what makes the Empire so sustainable. We constantly grow with our audiences, Users, staff and volunteers. We are constantly building on our resources and improving our knowledge. Every suggestion is welcomed with an open mind and we will encourage and nurture anybody with a passion and drive for the Empire or for the arts.

*This document will be reviewed every 12 months.*

*Signed: K.Connell*

*Date: 01/2024*

*Review Date: 01/2025*