

Dublin Municipal Theatre

Equality, Human Rights and Diversity Policy

This policy was developed by Smock Alley Theatre and has been formally reviewed and endorsed by Dublin Municipal Theatre CLG (DMT) as part of the 2026 transfer of operations. Three related policies, referenced at the end of this document, are each maintained separately.

Policy Owner:	Chief Executive Officer
Adopted by:	Board of Directors, Dublin Municipal Theatre CLG, September 2025
Review cycle:	Annually, or earlier if required by legislative change

Context and Adoption Note

Dublin Municipal Theatre CLG (DMT) is committed to equality, human rights and diversity across every relationship it holds - as an employer, a place of work for freelance artists who are not employed or contracted by DMT, and a venue welcoming audiences from across Dublin, Ireland and internationally.

DMT understands equality, diversity and inclusion as an ongoing practice, not a fixed state to be reached and then maintained. This requires cultural humility: approaching our own institutional knowledge and assumptions critically, recognising that the people and communities most affected by exclusion are best placed to define what genuine access and participation look like, and remaining open to changing our practice in response.

Legislative Framework

Ireland's equality legislation prohibits discrimination on nine grounds under the Employment Equality Acts and Equal Status Acts. The Arts Council's own Equality, Diversity and Inclusion framework goes further, recognising a tenth ground – socio-economic status – reflecting the sector's particular responsibility not only to prevent unlawful discrimination but to remove barriers to participation. DMT adopts the Arts Council's broader ten-ground framework as its own standard, ahead of any equivalent statutory requirement and in addition to the following:

- Employment Equality Acts 1998–2015
- Equal Status Acts 2000–2018
- Equality Act 2004
- Irish Human Rights and Equality Commission Act 2014
- Disability Act 2005
- UN Convention on the Rights of Persons with Disabilities
- Arts Council of Ireland Equality, Human Rights and Diversity Policy and Strategy
- Arts Council of Ireland Equality, Diversity and Inclusion Policy and Implementation Plan
- Data Protection Acts 1988–2018 and the General Data Protection Regulation (GDPR)

Equality of Opportunity

We recognise that discrimination is unacceptable and although equality of opportunity has been a long standing feature of our employment practices and procedures, we have made the decision to adopt a formal equal opportunities policy. Breaches of the policy will lead to disciplinary proceedings and, if appropriate, disciplinary action.

No job applicant or employee may be discriminated against either directly or indirectly on the grounds of gender, marital status, family status, sexual orientation, religious belief, age, disability, race or membership of the Traveller Community, or on the basis of socio-economic status.

The recruitment and selection process is crucially important to any equal opportunities policy. We will endeavour to ensure that employees making selection and recruitment decisions will not discriminate, whether consciously or unconsciously, in making these decisions.

Promotion and advancement will be made on merit and all decisions relating to this will be made within the overall framework and principles of this policy.

Job descriptions, where used, will be revised to ensure that they are in line with our equal opportunities policy. Job requirements will be reflected accurately in any personnel specifications.

All applicants who apply for jobs with us will receive fair treatment and will be considered solely on their ability to do the job.

Short listing and interviewing will be carried out by more than one person where possible.

Interview questions will be related to the requirements of the job and will not be of a discriminatory nature.

Selection decisions will not be influenced by any perceived prejudices of other staff.

Diversity

DMT understands that as a cultural centre it has a responsibility to speak to communities and people of all different cultural and ethnic backgrounds.

We acknowledge that there are particular communities who have historically been underrepresented on stages across Ireland.

We believe that the best way to reach and engage these audiences is to present work on stage that reflects back their Lived Experience.

We wish to provide a platform and development opportunities for artists from a wide range of backgrounds and cultural identities to develop and present work.

DMT believes that supporting diversity within our audience and the artists we work with will have a positive impact on the organisation as a whole and our relevance and strength within the ecology of Irish theatre.

DMT's EDI Actions and Targets

In pursuit of the commitments above, DMT undertakes to:

- Deliver specific artist development programmes that target artists within Ireland whose voices have not been platformed on our stages.
- Develop specific pathways for applications from typically underrepresented communities to our in-house festival of new work, encouraging the presentation of work from different perspectives.
- Identify representative organisations and build relationships with communities not currently engaging with our organisation.
- Engage with the Arts Council of Ireland's initiatives to develop capacity in this area.
- Review our programming, casting, employment and audience data annually against our equality, diversity and inclusion commitments.
- Ensure that a copy of the policy will be made available for all employees and made known to all applicants for employment. The policy will be communicated to all private contractors reminding them of their responsibilities towards the equality of opportunity and in accordance with the appropriate statutory requirements and full account will be taken of all available guidance and in particular any relevant Codes of Practice
- Maintain a neutral working environment in which no worker feels under threat or intimidated.

Equal Status Acts and Service Provision

In addition to our obligations under the Employment Equality Acts 1998–2015, DMT recognises its responsibilities under the Equal Status Acts 2000–2018 in respect of all those who engage with our organisation as audience members, participants or service users — not solely in relation to disability. Any person who believes they have experienced discrimination in accessing our services on any protected ground may raise this informally with the Duty Manager on the night, or formally in writing to [confirm contact], and it will be handled with the same seriousness as an employment-related complaint. DMT's understanding of “gender” under this policy explicitly includes gender identity and gender expression, consistent with our membership of the Safe to Create programme.

Related Policies

This policy sets out DMT's principles and commitments. The operational detail of how DMT prevents and responds to specific conduct including complaints procedures is set out in the following related policies, each maintained as a standalone document:

- Recruitment and Equal Opportunities Policy
- Dignity at Work / Anti-Bullying and Harassment Policy
- Disability and Access Policy

Any person who believes they have experienced discrimination, harassment or bullying in connection with DMT should refer to the relevant policy above for the applicable complaints procedure.