**Bromley Players Statement on Racial Diversity –**

Recent events have brought to the fore discussion around the lack of diversity in amateur theatre. Bromley Players is keen to be proactive in addressing this. The following proposals represent tentative steps in that direction. The list is not exhaustive and we would therefore welcome any further suggestions from members.

1. Fair Casting Policy.

Bromley Players uphold the principle that the best person for the role should get the part and have a fair casting policy in place to reflect this. However we now realise that this statement is not enough. We will now amend our fair casting policy to state that all roles will be cast colour blind, (unless ethnicity is required for the narrative of the show). This policy extends to casting family members within a show.

The additional statement will read as follows:

‘All roles will be cast on a colour blind basis. The application of this means Bromley Players will audition and cast purely based on merit for the role, meaning that ethnicity will not factor into the decision to cast. This includes when casting family members within the show. The only exception to this is when the ethnicity of the character drives the narrative of the show.’

All production team members are made aware of the fair casting policy and agree to abide by it prior to appointment.

Please find enclosed our fair casting policy with the amendment for reference.

This fair casting policy can be found on our website.

1. Audition Notices

The following statement will be included on Bromley Payers audition notices:

‘Uniqueness and diversity is powerful. We are looking for a diverse range of performers including Black, Asian and Minority Ethnic performers and different gender identities for all roles.’

In addition, the character description that provided at pre-production meetings and put onto the website will state that ‘all of the above roles are able to be played by performers of any ethnicity.’ The only exception to this will be if a character is needed to be a particular ethnicity due to the narrative of the show.

1. Advertisement of auditions

Bromley Players will review the means by which auditions are advertised and how communication can be improved to reach more diverse communities.

1. Equality Monitoring

All current members of Bromley Players will be invited to complete an equality questionnaire so a baseline can be established. All new members will also be invited to complete an equality questionnaire prior to auditions. At each AGM we will detail this breakdown in order to make these figures transparent and for the membership to be able to hold the committee to account.

1. Feedback

At the end of each of our shows Bromley Players currently provides all those involved with an anonymous feedback form. This form will now include a specific question on diversity with response on this point actively encouraged. These forms are considered by the committee prior to report back to the membership. Specific attention will be given to responses in relation to diversity as part of the membership report back.

1. Diversity Policy

Bromley Players will draft a diversity policy to include all of the above points. This will be submitted to the membership for approval at the next AGM..

1. Constitution amendment.

The constitution of Bromley Players will be amended to reflect that racism, transphobia, homophobia in any form by our members will not be tolerated. This will not only include behaviour at rehearsals but also how our members conduct themselves outside of rehearsals, including on social media. This constitutional amendment will be sent out with the AGM papers in the normal manner for approval at the AGM