**Ryde Arts CIC**

**Equality & Diversity Policy**

Ryde Arts UK CIC is committed to implementing an Equality and Diversity Policy which promotes equality of access to a full range of arts events for people of all ages, abilities, cultures and communities.

The policy can only be implemented through the co-operation of individuals and organisations engaged in arts activities and Ryde Arts expects, as a condition of working or volunteering with the organisation, that individuals embrace the spirit and ethos of Equality and Diversity.

This policy addresses:

* How we deal with staff, volunteers and freelance artists
* How we relate to the public or service users
* The role of our Board of Trustees

Ryde Arts is committed to equal opportunities policy and practice and will ensure that all employees, participants and audiences, both actual and potential, are treated equally and as individuals regardless of age, disability, race, sex, religion/beliefs, sexual orientation, civil partnership/marriage, pregnancy/maternity, being or becoming a transgender person, socio-economic circumstances.

In implementing this policy Ryde Arts will take account of the Human Rights Act and Equality Act 2010. This Equality and Diversity policy will be implemented across all aspects of our work:

* The appointment of Board members
* The appointment of staff, their conditions of service and employment procedures
* The appointment of volunteers
* All dealings with the public
* The contracting and management of freelance artists
1. **Board or Trustees**

Ryde Arts will aim to ensure that its Board of Directors is representative of the community and communities which it serves. The Board of Directors will be responsible for ensuring that this Equality and Diversity policy is properly implemented, monitored and reviewed.

All members of the Board of Directors will aim to undertake Equality and Diversity training as part of their ongoing role.

1. **Staff and Volunteers**

Ryde Arts will ensure that no employee, volunteer or freelancer, receives less favourable treatment than another on the grounds of age, disability, race, sex, religion/beliefs, sexual orientation, civil partnership/marriage, pregnancy/maternity, being or becoming a transgender person, socio- economic circumstances.

Ryde Arts is committed to undertaking open recruitment and selection procedures and wherever possible all relevant vacancies will be advertised and fair and equitable short listing and interview processes will be followed.

Ryde Arts will also ensure that the changing and developing needs of employees, volunteers and freelance artists are recognised and appropriate adjustments made to working conditions and/or training provided.

We recognise that the provision of Equality and Diversity in the workplace is not only good management practice; it also makes sound business sense. Our Equality and Diversity policy will help all those who work for us to develop their full potential and the talents and resources of the workforce will be utilised fully to maximise the efficiency of the Company.

1. **The Public and our Audiences**

Ryde Arts aims to make its activities and events as accessible to as wide a range of the public as possible and in order to achieve this will take steps to remove barriers which prevent the general public from having equal access to the organisation’s activities. This will include:

* Events and workshops to be held on suitable days and times to be inclusive of community members
* All activities to take into account the varying needs and abilities of the participants
* Ensuring that activities take place in venues and premises which are accessible to disabled people and those with mobility problems
* Providing facilities for disabled people to enable them to participate fully in activities
* Ensuring that the design of publicity material takes account of the needs of people with disabilities
* Encouraging and enabling people from underrepresented groups to attend and participate
1. **Equality commitments**

We are committed to:

* Promoting equality of opportunity for all persons
* Promoting a good and harmonious working environment in which everyone is treated with respect
* Preventing occurrences of unlawful direct discrimination, indirect discrimination, bullying, harassment and victimisation
* Fulfilling all our legal obligations under the Equality Act 2010
* Complying with our own Equality and Diversity policy
* Taking lawful positive action, where appropriate
* Regarding all breaches of our Equality and Diversity policy as gross misconduct
1. **Implementation**

The Board of Directors has specific responsibility for the effective implementation of this Equality and Diversity policy. Ryde Arts expects all its employees, volunteers and freelance artists to abide by the policy and help create the equality environment which is its objective.

In order to implement this policy we shall:

* Communicate the policy to employees, volunteers and freelance artists
* Incorporate specific and appropriate duties in respect of implementing the Equality and Diversity policy into job descriptions and work objectives of all those that work for and on behalf of the Company
* Provide Equality and Diversity training and guidance as appropriate
* Incorporate equal opportunities notices into general communications practices
* Obtain commitments from partners and subcontractors they too will comply with the policy in their dealings with our Company
* Ensure that adequate resources are made available to fulfil the objectives of the policy
* Identify a Board member as the Equality and Diversity lead
1. **Monitoring**

We will establish our Equality and Diversity Action Plan as a monitoring system to assist the effective implementation of this policy.

1. **Complaints**

Employees, freelance artists, volunteers, as well as our public and audiences who believe that they have experienced any form of discrimination, harassment, bullying or victimisation are encouraged to raise the matter with the Abi Williams. All complaints of discrimination will be dealt with seriously, promptly and confidentially.

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Review Date: April 2021