



EQUALITY AND DIVERSITY POLICY

This policy applies to all Trustees, staff, volunteers, members and the general public.

Commitment

Equality and diversity are central to the work of Beatroute Arts.

Beatroute Arts will treat all people with dignity and respect, valuing the diversity of all. It will promote equality of opportunity and diversity. It will eliminate all forms of discrimination on grounds of race, gender, marital status, caring responsibilities, disability, gender re-assignment, age, social class, sexual orientation, religion/ belief, irrelevant offending background or any other factor irrelevant to the purpose in view.

It will tackle social exclusion, inequality, discrimination and disadvantage. For this policy to be successful, it is essential that everyone is committed to and involved in its delivery. Beatroute Arts goal is to work towards a just society free from discrimination, harassment and prejudice. Beatroute Arts aims to embed this in all its policies, procedures, day-to-day practices and external relationships.

Aims

Beatroute Arts aims to:

- Provide services that are accessible according to need
- Promote equality of opportunity and diversity in volunteering, employment and development
- Not unlawfully discriminate because of the Equality Act 2010 protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex (gender) and sexual orientation
- Create effective partnerships with all parts of our community

Objectives

Beatroute Arts objective is to realise its standards by:

- Sustaining, regularly evaluating and continually improving its services to ensure equality and diversity principles and best practice are embedded in our performance to meet the needs of individuals and groups
- Working together with the community to provide accessible and relevant service provision that responds to service users' needs
- Ensuring staff, volunteers and trustees are representative of the community served and the employment policies are fair and robust
- Responding to volunteer's & employees' needs and encouraging their development to increase their contribution to effective service delivery

- Recognising and valuing the differences and individual contribution that all people make to Beatroute Arts
- Challenging discrimination
- Providing fair resource allocation
- Being accountable

Why have this policy?

Beatroute Arts recognises, respects and values diversity in its Trustees, employees, volunteers and members.

Beatroute Arts has this policy because it is a people-led organisation that must always ensure it meets the needs of the community through fair and appropriate employment and development of the people who work and volunteer for Beatroute Arts.

PROCEDURES

Responsibility for Implementation

This policy covers the behaviour of all people employed or volunteering in Beatroute Arts or using the services and sets out the way they can expect to be treated in turn by Beatroute Arts. The overall responsibility for ensuring adherence to and implementation of this policy lies with the Trustees and staff of Beatroute Arts.

Method of Implementation

Beatroute Arts intends to implement this policy by:

- Ensuring that it is a condition of paid employment in Beatroute Arts
- Ensuring that Trustees, staff, volunteers and members are made aware, understand, agree with, and are willing to implement, this policy. All staff and volunteers will be given a copy of this policy as part of their induction
- Regular equalities and diversity training for Trustees, staff, and volunteers
- Monitoring the services, publicity and events provided by Beatroute Arts, to ensure that they are accessible to all sections of the population and do not discriminate, and taking active steps to ensure that participation is representative

Monitoring and Reviewing

Beatroute Arts has declared its commitment to establishing, developing, implementing and reviewing a policy of equality of opportunity. Effective record keeping and monitoring, and acting on information gathered, are essential in order to measure effectiveness and plan progress. The Board of Trustees will review the policy annually.

Date for next review : August 2023