



EQUALITY AND DIVERSITY POLICY

POLICY STATEMENT

To provide the highest quality education and training that is inclusive, matches and supports the needs of our diverse service users and the local and regional economy.

Corporate values

- Promote and provide opportunities for successful participation in education for people from all backgrounds and abilities.
- Respect the rights and responsibilities of all.

Art at the Heart CIC (AATHCIC) is committed to ensuring equality of opportunity for all who learn and work within the organisation and those who may potentially do so. We will promote equality and diversity in all that we do.

We respect and value individuals regardless of their protected characteristics. We will strive to remove conditions that place people at a disadvantage and will actively combat discrimination. We will pay particular attention to discrimination that affects the legally recognised protected characteristics.

PURPOSE

The purpose of the Equality Policy is to ensure that AATHCIC meets all three requirements of the General Equality Duty:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

Specifically, we will ensure that:

- Equality is embedded in all policies, practices, decision-making and evaluation processes.
- We create a visibly diverse environment that values difference and raises aspiration.
- Equality of Opportunity is embedded into all staff and volunteer recruitment.



- Reasonable adjustments are made to buildings and work environments to promote equality of opportunity as necessary.
- All staff can access Equality and Diversity training, to ensure awareness of the Equality Act and its implications for staff, service users, stakeholders and visitors to Singe Equality Act 2010.
- We offer flexible opportunities that meet local learning needs and enable all service users to realise their potential.
- Members of staff are clear about standards and strategies to meet our diverse service users' needs and respond effectively.
- Procedures for challenging discrimination, harassment and other unacceptable behaviours are well-understood and well-used.
- Monitoring of service user performance to reduce achievement gaps between different groups of service users is rigorous.

SCOPE

The policy applies to all activities in which AATHCIC is engaged and affects all stakeholders including service users, staff, volunteers, visitors and stakeholders.

STATUTORY FRAMEWORK

The Equality Act 2010 supersedes all previous equality legislation. The Act establishes nine protected characteristics to which AATHCIC must give due regard:

- Age
- Disability
- Gender Reassignment
- Marriage and Civil Partnership
- Pregnancy and Maternity
- Race
- Religion and Belief
- Sex
- Sexual Orientation

POLICY

Provision of Services, Functions and Associations

The Equality Act 2010 makes it unlawful for staff to discriminate directly or indirectly or harass customers or clients because of the protected characteristics of age, disability, marriage and civil

partnership, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation in the provision of goods and services.

Reasonable adjustments and alternative formats will be provided for staff, volunteers and service users who may be experiencing barriers due to disability or other relevant protected characteristics.

Equality, Diversity and Inclusion strands will permeate all aspects of AATHCIC's business:

- Marketing materials will positively promote diversity, equality of opportunity and inclusion.
- All contractors working with AATHCIC will be made aware of the Equality and Diversity Policy and will be expected to adhere to it.

WORKSHOPS

Workshops will promote equality, support diversity and actively tackle discrimination, victimisation, harassment, stereotyping or bullying through:

- Use of materials and teaching methods that foster good relations and are sensitive to, and promote, equality of opportunity.
- Planning for individual needs in teaching sessions.
- Promoting awareness of cultural and linguistic diversity and avoiding stereotyping.
- Challenging inappropriate behaviour and working to eliminate discrimination, harassment, victimisation and bullying.
- Encouraging service users to embrace their own responsibility in supporting equality, diversity and inclusion.

AATHCIC will always provide reasonable adjustments in response to disclosure of needs relating to protected characteristics and will never place anyone at a disadvantage on the basis of such needs.

INDIVIDUAL STAFF RESPONSIBILITIES

Leadership and Management

Chair, Directors, Non-Executive Directors, staff and volunteers will actively promote equality, diversity and inclusion, tackle discrimination, and take steps to narrow any achievement gaps.

AATHCIC will give due regard to equality, diversity and inclusion when developing strategic plans, policies and procedures. All policies and procedures will be screened for Equality Impact. If it is possible that a particular group may suffer a disadvantage as a result of a change to policy, a full Equality Impact Assessment will be conducted in consultation with stakeholders before the policy is implemented.



All staff and volunteers will directly and appropriately challenge all forms of oppressive behaviour at all times.

All staff and volunteers are responsible for the implementation of the Equality and Diversity policy. They must challenge inappropriate, discriminatory and damaging behaviour as well as celebrate good practice.