

## Equality and Diversity Policy

Last reviewed: May 2018

Chiltern Arts is committed to encouraging equality and diversity among our workforce, and eliminating unlawful discrimination.

The aim is for our workforce to be truly representative of all sections of society and our customers, and for each employee, contractor, board member, artist, volunteer and any other person associated with Chiltern Arts to feel respected and able to give their best.

Chiltern Arts, in providing services for the public is also committed against unlawful discrimination of audience members or event participants.

The policy's purpose is to:

- provide equality, fairness and respect for all in our employment, whether temporary, part-time or full-time
- 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
- oppose and avoid all forms of unlawful discrimination. This includes in pay and benefits, terms and conditions of employment, dealing with grievances and discipline, dismissal, redundancy, leave for parents, requests for flexible working, and selection for employment, promotion, training or other developmental opportunities

The organisation commits to:

- encouraging equality and diversity in the workplace as they are good practice and make business sense
- creating a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff and volunteers are recognised and valued
- taking seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow staff members, volunteers, suppliers and the public and any others in the course of the organisation's activities
- making any decisions concerning staff based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act)
- reviewing practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law

The equality policy is fully supported by and has been agreed by the Board of Trustees.