



## **EQUAL OPPORTUNITIES POLICY**

The aim of this policy is to communicate the commitment of the trustees, staff and members to the promotion of equality of opportunity in Chisenhale Art Place Trust.

It is our policy to ensure that no person is treated unfavourably due to:

- religious belief or political opinion
- race (including colour, nationality, ethnic or national origins)
- gender, including gender reassignment
- marital or civil partnership status
- having or not having dependents
- disability
- health
- sexual orientation
- age
- work life balance

We are opposed to all forms of unlawful and unfair discrimination. All staff, members and volunteers of the organisation will be treated fairly and will not be discriminated against on any of the above grounds. Decisions on membership, selection for office, training or any other benefit will be made objectively, without unlawful discrimination and in keeping with governing Rules & Regulations.

We recognise that the provision of equal opportunities in all our activities will benefit the organisation. Our equal opportunities policy will help staff, volunteers and members to develop their full potential and the talents and resources of such people will be utilised fully to maximise the effectiveness of the organisation.

Chisenhale Art Place Trust (CAPT) recognises that there is a statutory duty under the Equality Act 2010, to implement an equal opportunities policy. This policy applies to applicants for employment, volunteers and members of the group alike.

CAPT is further committed to the principles and practice of Equality and values the diversity of the local population. We want our services, facilities and resources to be accessible and useful to every citizen regardless of gender, age, ethnic origin, religious belief, disability, marital status, sexual orientation, or any

other individual characteristic which may unfairly affect a person's opportunities in life.

### Equality commitments

We are committed to:

- promoting equality of opportunity for all persons, recognising individual needs.
- promoting a good and harmonious working and learning environment in which all people are treated with respect and dignity and in which no form of intimidation or harassment is tolerated (see CAPT Anti-bullying Policy).
- promoting a genuine desire for understanding of differences through dialogue
- preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment and victimisation
- fulfilling all our legal obligations under the equality legislation and associated codes of practice
- complying with our own equal opportunities policy and associated policies
- taking lawful affirmative or positive action, where appropriate
- breaches of our equal opportunities policy will be regarded as misconduct and could lead to termination of membership or employment.

### Implementation

It is the duty of all employees, volunteers, members and trustees to accept their personal responsibility for the practical application of the policy. At the same time, Chisenhale Art Place acknowledges that the specific responsibility for effective implementation falls to the Chair of the Board and the Arts Manager.

In order to implement this policy we shall:

- Communicate the policy to staff, volunteers and members by emailing it to them, and by posting it permanently on the notice board and on the members' area of the website.
- Endeavour through appropriate training and guidance to ensure that trustees, members and staff will not consciously, or unconsciously discriminate in the selection or recruitment of applicants for employment or membership of the group.
- Incorporate specific and appropriate duties in respect of implementing the equal opportunities policy into roles and responsibilities of committees and Board members.

### Monitoring and review

The effectiveness of the equal opportunities policy will be reviewed regularly and action taken as necessary.

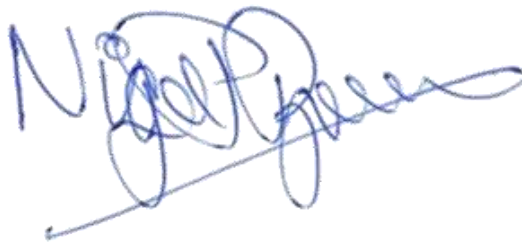
### Complaints

Staff, members and volunteers who believe that they have suffered any form of discrimination, harassment or victimisation are entitled to raise the matter through the management of CAPT. All complaints of discrimination will be dealt with seriously, promptly and confidentially by the Arts Manager and/or the designated Trustee. In accordance with other procedural documents in place, such as that for Breaches of Licence Agreement, the Chair of the Artists Advisory Committee or appointed member may also be included in complaints of discrimination.

Every effort will be made to ensure that staff, volunteers and members who make complaints will not be victimised. Any complaint of victimisation will be dealt with seriously, promptly and confidentially. Victimisation will result in disciplinary action and may warrant dismissal from post or loss of licence as appropriate.

Complaints from members of the public will be dealt with in the same method, by writing to the Arts Manager or Chair of the Board of Trustees, who will investigate.

This policy is fully supported by the CAPT Chair of the Board of Trustees, the CAPT Manager, the Artists Advisory Committee and applies in tandem with the Equal Opportunity Policies of member organisations.



**Dr Nigel P Brown**

Chair of the Board of Trustees, Chisenhale Art Place Trust

12<sup>th</sup> June 2017

For further information contact the Equality and Human Rights Commission who can provide free and confidential advice and guidance

**Enquiry line: 0845 604 6610**