



Equal Opportunities and Diversity Statement of Policy

Artworks Creative Communities positively welcomes diversity in all of its work, and aims to promote an environment that is free from abuse, offensive behaviour, harassment, bullying, prejudice, discrimination and victimisation. We are determined that staff, volunteers and users should neither practice nor have to tolerate discriminatory practice or behaviour.

Statement of General Policy

Artworks Creative Communities takes seriously its duties and responsibilities under current legislation. Artworks will provide, so far as is reasonably practicable, as a minimum within legal requirements and where possible following standards of Best Practice:

- Commitment in all of its work to the elimination of oppressive practices with people whether differentiated by class, race, accent, gender, sexuality, ability, religious beliefs, ethnicity, marital status, nationality, working patterns or any other personal characteristic;
- We will not accept any conduct that is offensive, humiliating, embarrassing or intimidating to other members of staff or to people with whom contact is made in the course of official duty. Where complaints are upheld, appropriate disciplinary action will be taken.
- Ensure that all staff and others working with and for Artworks are competent within the requirements of this policy to fulfil their obligations under Equal Opportunities, and Diversity legislation; and give them adequate training as appropriate;
- Ensuring that the spirit and content of this policy is implemented with Artworks staff, beneficiaries and anyone else who may be directly affected by Artworks work;
- Promote as far as possible an anti-discriminatory environment which ensures that the beliefs of all individuals are respected and their use of and contribution to Artworks are welcomed, and that staff, volunteers and users are free at all times from personal harassment;
- Remain open to feedback which improves our learning and aids our promotion of anti-discriminatory practice;
- Follow correct and fair procedures in handling matters relating to discrimination;
- Review and revise this policy as necessary at regular intervals.

Artworks Equal Opportunities and Diversity Procedure Document supplements this policy. This Policy is to be read in conjunction with all other Artworks Policies, Procedures and Guidance Notes. This policy was originally adopted April 2008.

Signed by Member of the Artworks Board of Trustees:



Print Name: KATH NUTTALL

Date: 06/03/2014