



## **Withy Arts Equality and Diversity Policy**

Withy Arts believes in equity and values diversity in all dealings. Withy Arts does not tolerate discrimination on the basis of gender, age, disability, race, religion or belief, sexuality or social class. We aim to provide accessible projects, delivered in a way that respects the needs of each individual and does not exclude anyone.

Withy Arts intends to embed its equality and diversity values into every day practice, policies and procedures so that equality and diversity becomes the norm for all.

Equality is not about treating everyone the same, it is about ensuring that access to opportunities are available to all by taking account of people's differing needs and capabilities.

Diversity is about recognising and valuing differences through inclusion, regardless of difference or any perceived difference

Withy Arts is committed to

- working within the legislation;
- encouraging, valuing and managing diversity;
- providing a working environment which is free from harassment, bullying and discrimination;
- creating an organisational culture where everyone knows that their contribution is valued.

## **Legislation**

Currently there is legislation offering protection from discrimination on the grounds of sex, marriage including civil partnership, gender reassignment, race, ethnic origin, nationality, national origin, colour, disability, religion or belief, sexual orientation and age.

Withy Arts will not discriminate on any of these grounds in any of its practices or its relationship with participants.

## **Monitoring**

Withy Arts trustees are responsible for monitoring the practices of project workers. Project workers are responsible for upholding best practice in the area of equalities and diversity and in reporting to trustees on how they are doing this. A diversity



report will be included in updates for trustees on current projects at trustees' meetings

Withy Arts is committed to creating a working environment which is free from bullying and harassment and where everyone understands that their contribution is valued. At recruitment volunteers will be made aware of what constitutes bullying and harassment; that all complaints of bullying or harassment will be taken seriously and investigated speedily and confidentially.

Withy Arts Complaints Procedure is the mechanism participants can use to highlight poor practice or complain about Withy Arts in this area. Regular feedback from participants will be used to improve access to Withy Arts projects.

A trustee of Withy Arts takes special responsibility for Equalities and Diversity. It is their task to ensure that Withy Arts project workers are working to the highest standards of delivery and being pro-active about making sure that participation in Withy Arts projects is available to the widest section of society.

Policy date: 28/09/16

Date of ratification by Withy Arts Trustees: 25/10/16

Review date: 28/09/17