

EQUAL OPPORTUNITIES POLICY STATEMENT

1. Independent Arts is fully committed to Equal Opportunities, and aims to ensure that no job applicant, employee, volunteer or participant or resident is discriminated against on the grounds of sex, age, disability, race, colour, creed, ethnic origin, marital status or sexuality.
2. Independent Arts aims to work within the legal framework of the Race Relations Act 1976, the Equal Treatment Directive, the Sex Discrimination Act 1975, the Equal Pay Act 1970 and the Disabled Persons Acts 1958 and 1986, and any other relevant legislation.
3. Independent Arts seeks to make all appointments on the basis of merit and ability.
4. Independent Arts undertakes to ensure that recruitment and retention policies reflect full commitment to Equal Opportunities.
5. In addition, grievance and disciplinary matters should also reflect this commitment.
6. Independent Arts seeks to promote awareness of equal opportunities to all employees.
7. The Chief Executive and a member of the board of trustees have responsibility for ensuring effective implementation of equal opportunities policies.
8. Independent Arts believes in the monitoring of these policies in order to assess their effectiveness, and the use of appropriate monitoring instrumentation throughout all its procedures.
9. This monitoring procedure includes the collection and review of statistical data concerning recruitment and retention at Independent Arts, relating to the field of equal opportunities.
10. Independent Arts undertakes to review and update its equal opportunities policies on a regular basis when necessary.