

EQUAL OPPORTUNITIES POLICY STATEMENT

1. Independent Arts is fully committed to Equal Opportunities and aims to ensure that no job applicant, employee, volunteer, participant or resident is discriminated against on the grounds of sex, age, disability, race, colour, creed, ethnic origin, marital status or sexuality, and to fully comply with the Equality Act 2010.
2. Independent Arts seeks to make all appointments on the basis of merit and ability.
3. Independent Arts undertakes to ensure that recruitment and retention policies reflect full commitment to Equal Opportunities.
4. We commit to encouraging equality and diversity in the workplace, to creating a working environment free of bullying, harassment, victimisation and unlawful discrimination, to promoting dignity and respect for all, where individual differences and the contributions of all staff are recognised and valued.

This commitment includes training managers and all other employees about their rights and responsibilities under the equality policy. Responsibilities include staff conducting themselves to help the organisation provide equal opportunities in employment, and prevent bullying, harassment, victimisation and unlawful discrimination.

All staff should understand they, as well as their employer, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their employment, against fellow employees, clients, suppliers and the public. (Please refer to Anti-Harassment and Bullying Policy)

Independent Arts takes seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, clients, suppliers, visitors, the public and any others in the course of the organisation's work activities.

5. Grievance and disciplinary matters also reflect this commitment. The equality policy is fully supported by Trustees. Details of the organisation's grievance and disciplinary policies and procedures can be requested from the office. This includes with whom an employee should raise a grievance – usually their line manager.

Use of the organisation's grievance and/or disciplinary procedures does not affect an employee's right to make a claim to an employment tribunal within three months of the alleged discrimination.

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 undertakes to review and update its equal opportunities policies on a regular basis when necessary.

Signed

Lisa Gagliani

Lisa Gagliani- Chief Executive



Jacquie Heany - Chair of Trustees

Change Control

Reviewed on/by:	Amendments	Next review
July 2022 Jacquie Heany	Minor changes	July 2025
June 2023	Para 4 addition of cross-reference to new Anti-Harassment and Bullying Policy	July 2025