



Specialists in **Creative Placemaking**

*Connecting People-to-People and People-to-Place*

# Equality & Diversity

**Purpose:** To provide a clear organisational statement on our stance for supporting Equality & Diversity, provide guidance and process clarification.

*This policy replaces all previous versions*

<b>Owner</b>	Company Secretary	
<b>Approved</b>	09/02/2018	
<b>Policy Number</b>	CORP/01	
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<b>Change History</b>		
<b>Version</b>	<b>Date</b>	<b>Summary of Change</b>
1.1	11/03/2020	Change of owner and review period

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## 1 Introduction

- 1.1 Interwoven recognises that we live in a society where discrimination still operates to the disadvantage of many groups in society.
- 1.2 Interwoven believes that all persons should have equal rights to recognition of their human dignity, and to have equal opportunities to be educated, to work, receive services and to participate in society.
- 1.3 The objective of this policy is that no person should suffer or experience less favourable treatment, discrimination or lack of opportunities any grounds, specifically but not exclusively including;
- gender
  - race
  - colour
  - nationality
  - ethnic origin,
  - religious or philosophical beliefs
  - health status
  - HIV status
  - age
  - marital status
  - parental status
  - sexual orientation
  - political beliefs or trade union membership
  - class
  - responsibility for dependents
  - physical attributes
  - ex-offender status as defined by the Rehabilitation of Offenders Act 1974
  - lack of formal qualifications where such qualifications are not formally required

## 2 Laws Governing Equality & Diversity

### *Equal Opportunities and Discrimination (Equality Act 2010)*

- 2.1 The new Equality Act came into force in October 2010 and replaces all previous equality legislation in England, Scotland and Wales – namely the Race Relations Act 1976, the Disability Discrimination Act 1995, the Sex Discrimination Act, the Equal Pay Act, the Employment Equality (Age)

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Regulations 2006, The Civil Partnership Act 2004, the Employment Equality Regulations 2003 (religions and belief and sexual orientation).

2.2 The Equality Act 2010 protected characteristics are:

- Age,
- Disability,
- Gender and Gender reassignment,
- Marriage and civil partnership,
- Pregnancy and maternity,
- Race,
- Religion or belief
- Sex and sexual orientation.

2.3 In valuing diversity the organisation is committed to go beyond the legal minimum regarding equality.

2.4 The Equality Act 2010 harmonises and strengthens and replaces most previous equality legislation. The following legislation is still relevant:

- The Human Rights Act 1998.
- The Work and Families Act 2006.
- Employment Equal Treatment Framework Directive 2000 (as amended).

### 3 Definitions of Equality & Diversity

#### *Equality*

3.1 Equality **is not** treating everyone **the same**. Equality is ensuring individuals or groups of individuals are treated *fairly* and *equally* and no less favourably, specific to their needs, including areas of race, gender, disability, religion or belief, sexual orientation and age.

#### *Diversity*

3.2 Diversity aims to recognise, respect and value people's differences to contribute and realise their full potential by promoting an inclusive culture for all.

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## 4 Roles & Responsibilities

- 4.1 Whilst the primary responsibility for providing equal opportunity rests with the Interwoven Board and the organisation as an entity, individual artists, contractors and volunteers at all levels also have a responsibility for ensuring that equality of opportunity is continually provided for in the organisation's activities.
- 4.2 Interwoven Board Members and project leads have a particular responsibility for promoting equal opportunity within their own area of responsibility.
- 4.3 The Interwoven Board Members will provide advice and guidance regarding matters of Equality and Diversity.
- 4.4 All members of Interwoven have a responsibility to co-operate with measures to ensure equal opportunity and non-discrimination. The Interwoven Board will therefore ensure that all Interwoven members are made aware of their responsibilities under this policy and the relevant legislation listed above.

All individual artists, contractors and volunteers are responsible for the promotion and enhancement of this policy and supporting the commitment to equality and diversity. Behaviour, actions or words that contravene this policy will not be tolerated and dealt with by the Interwoven Board. This includes a responsibility for appropriate responses to behaviour by clients or third party organisations or individuals.

## 5 Conduct and General Standards of Behaviour

- 5.1 All individual artists, contractors and volunteers are expected to conduct themselves in a professional and considerate manner at all times. The organisation will not tolerate behaviour such as:
- Making threats
  - Physical violence
  - Shouting
  - Swearing at others
  - Persistent rudeness
  - Isolating, ignoring or refusing to work with certain people
  - Telling offensive jokes or name calling
  - Displaying offensive material such as pornography or sexist / racist cartoons, or the distribution of such material via email / text message or any other format.
  - Any other forms of harassment or victimisation.

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5.2 The items on the above list of unacceptable behaviours are considered to be serious items which could lead to the individual being removed from Interwoven projects and funding opportunities.

## 6 Training & Development

6.1 All existing and new Interwoven members are made aware of this policy and their responsibilities under it.

6.2 Training in equal opportunities is provided to Interwoven Board Members and others likely to be involved in leading projects or other decision making where equal opportunities issues are likely to arise.

6.3 All Interwoven members regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (which includes colour, nationality and ethnic or national origins), religion or belief, sex or sexual orientation are given access to appropriate training and development opportunities in line with organisational needs

## 7 Complaints of Discrimination

7.1 Interwoven will treat seriously all complaints of unlawful discrimination on any forbidden grounds made by individual artists, contractors, volunteers or other third parties and will take action where appropriate.

7.2 Any individual artist, contractor or volunteer who fails to adhere to the principles of this policy will subject themselves to action taken by the Interwoven Board up to and including removal of funding and membership, in addition such behaviour is liable for prosecution as a criminal offence under the Equality Act 2010.

## 8. Policy Review

8.1 This policy will be reviewed every 3 years unless there is a change of law or contractual requirements which will result in earlier review and changes.

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