



Equality, Diversity & Inclusion Policy

Policy statement

Cohere Arts CIC is committed to encouraging equality, diversity and inclusion among our workforce, and the communities we work with.

The aim is for our work to be truly representative of all sections of society and for everyone we work with to feel respected and able to give their best.

Cohere Arts is committed against unlawful discrimination of any kind.

Aims of this Policy:

This policy is designed to ensure that Cohere Arts CIC complies with its obligations under equality legislation and demonstrates our commitment to treating people equally and fairly.

Cohere Arts CIC is unreservedly opposed to any form of discrimination on the grounds of the protected characteristics identified in the Equality Act:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race / ethnicity
- Religion / belief and culture
- Sex / gender
- Sexual orientation
- Socio-economic deprivation

Scope of the policy:

The policy applies to:

- *Job applicants*
- *Employees*
- *Freelancers*
- *Volunteers including trustees/board members*
- *Community artists*
- *Audience members*
- *Partner organisations*

The policy applies to recruitment and employment. It also applies to project engagement of any kind.

Recruitment and Employment

Using fair and objective employment practices Cohere Arts aims to ensure that:

- All employees and freelancers are treated fairly and with respect at all stages of their employment.
- All employees and freelancers have the right to be free from harassment and bullying of any description, or any other form of unwanted behaviour.
- All employees and freelancers have an equal chance to contribute and to achieve their potential, irrespective of any defining feature that may give rise to unfair discrimination.
- All employees and freelancers have the right to be free from discrimination because they associate with another person who possesses a Protected Characteristic or because others perceive that they have a particular Protected Characteristic, even if they do not.

Particular attention will be placed on the following:

- Use of selection criteria that does not unlawfully discriminate in recruitment and promotion procedures
- Requiring entry to employment /volunteering or progression within it to be based on merit
- Not discriminating in opportunities for recruitment, training, promotion or transfer of employees or volunteers
- Ensuring that every individual is assessed according to his or her personal capability to carry out a given job/role
- Ensure that all employees are given equal treatment with regard to terms and conditions of employment, provided they do the same or broadly similar work, or work of equal value
- Ensure equal opportunities and non-discrimination in the operation of grievance and disciplinary procedures

Project engagement

We commit to making our activities accessible by:

- Considering and removing barriers to participation wherever possible
- Use of clear, concise and appropriate language in all communications
- Choosing to work in accessible spaces and locations
- Inviting participation and respecting community artist choice
- Implementing co-productive processes where possible
- Celebrating diversity as a rich resource for innovation and creativity
- Making reasonable adjustments to enhance opportunities for inclusion, progression and growth
- Operating a zero tolerance approach to discrimination, harassment or bullying

Responsibilities:

All representatives of Cohere Arts CIC have a duty to act within this policy, ensure it is followed and to draw attention to any suspected discriminatory acts or practices. Responsibility for promoting awareness of this policy and monitoring that it is being followed rests with Cohere Arts' Board of Directors.

Employees, freelancers, volunteers or community artists who feel that they have suffered or witnessed any form of discrimination should raise the issue through discussion with Amy Mallett (Artistic Director).

Cohere Arts CIC will not tolerate any harassment towards its employees, freelancers, volunteers or community artists and will take appropriate action to prevent it happening again.

Monitoring of the policy:

This policy will be reviewed on an annual basis by the Cohere Arts Board to assess to what extent it is working and that it reflects the current needs and practices of the organisation.