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Equality, Diversity & Inclusion Policy

Produced by	Amy Mallett		
Approved by	Penny Rooney	On (date):	23.6.2021
Reviewed	Amy Mallett		
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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 CIC stands against unlawful discrimination of any kind.

In addition, Cohere Arts CIC seeks to embed the 10 Principles for Safe & Inclusive Workplaces In Theatre as outlined below:

10 Principles

NO BULLYING, HARASSMENT OR DISCRIMINATION

- 1** Everyone is responsible for **creating & maintaining an inclusive workplace** that is positive and supportive.
- 2** We recognise that **harassment or discriminatory language or behaviour may be unlawful** under the Equality Act 2010.
- 3** We will explicitly address and seek to **prevent racism and all other forms of discrimination and bias**, their manifestations and effects.
- 4** Those of us who are **employers accept our responsibilities under the Equality Act 2010** and the Health and Safety at Work Act 1974.
- 5** We will **respect each other's dignity and differences**, regardless of the seniority of our role in an organisation.

For Safe & Inclusive Workplaces

- 6** We recognise that bullying, harassment and discrimination can have significant adverse impacts on the productivity, long-term physical and mental health and well-being of affected people and we will work to eradicate it. This will mean **providing adequate protection for complainants and victims**, and, where bullying, harassment or discrimination is found to have occurred, **taking appropriate action against the perpetrators**.
- 7** We value inclusivity, appreciate difference, encourage self-education and consider people equal without prejudice or favour. **We build relationships based on mutual respect**. We will all work to give and receive feedback in a constructive way, which we know will improve creativity and productivity.
- 8** We understand that reporting bullying, harassment or discrimination can be intimidating. We will endeavour to **make the process of reporting clear and straightforward, investigate objectively and respect confidentiality where possible**. Individuals who have made complaints or participate in good faith in any investigation into bullying, harassment, or discrimination should not suffer any form of reprisal or victimisation as a result.
- 9** We do not tolerate bullying, harassment or discrimination on any grounds, and will ensure that **processes are in place for the reporting and investigation of these serious issues**.
- 10** As we continually work to better understand, develop and deliver this work, those of us who are **employers commit to paying professionals with lived experience and/or specialist knowledge** in these areas to advise us.

In Theatre



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.