

Nene Art School C.I.C.

Equal Opportunities Policy & Procedures

Introduction

Nene Art School C.I.C. accepts that in society certain groups or individuals are denied equality on the grounds of race, gender, marital status, caring responsibilities, disability, gender re-assignment, age, social class, sexual orientation and religion/belief or any other factor irrelevant to the purpose in view.

POLICY

This policy applies to all Committee, staff, volunteers, management committee members, users and the general public.

Commitment

Equality and diversity are central to the work of our Nene Art School C.I.C. (Community Interest Company).

Our Nene Art School C.I.C. will treat all people with dignity and respect, valuing the diversity of all. It will promote equality of opportunity and diversity. It will eliminate all forms of discrimination on grounds of race, gender, marital status, caring responsibilities, disability, gender re-assignment, age, social class, sexual orientation, religion/ belief, irrelevant offending background or any other factor irrelevant to the purpose in view.

It will tackle social exclusion, inequality, discrimination and disadvantage.

For this policy to be successful, it is essential that everyone is committed to and be involved in its delivery. Nene Art School C.I.C. goal is to work towards a just society free from discrimination, harassment and prejudice. Nene Art School C.I.C. aims to embed this in all its policies, procedures, day-to-day practices and external relationships.

Aims

Nene Art School C.I.C. aims to:

- ✓Provide services that are accessible according to need;
- ✓Promote equality of opportunity and diversity in volunteering, employment and development;
- ✓Create effective partnerships with all parts of our community.

Objectives

Nene Art School C.I.C. objective is to realise its standards by:

- ✓Sustaining, regularly evaluating and continually improving its services to ensure equality and diversity principles and best practice are embedded in its performance to meet the needs of individuals and groups;
- ✓Working together with the community to provide accessible and relevant service provision that responds to service users' needs;
- ✓Ensuring staff, volunteers and Committee are representative of the community served and the employment policies are fair and robust;
- ✓Responding to volunteers' & employees' needs and encouraging their development to increase their contribution to effective service delivery;
- ✓Recognising and valuing the differences and individual contribution that all people make to Nene Art School C.I.C.;
- ✓Challenging discrimination;
- ✓Providing fair resource allocation;
- ✓Being accountable.

Why have this policy?

Nene Art School C.I.C. recognises, respects and values diversity in its Committee, employees, volunteers and service users.

Nene Art School C.I.C. has this policy because it is a people-led organisation that must always ensure it meets the needs of the community through fair and appropriate employment and development of the people who work and volunteer for Nene Art School C.I.C..

PROCEDURES

Responsibility for Implementation

This policy covers the behaviour of all people employed or volunteering in Nene Art School C.I.C. or using the services and sets out the way they can expect to be treated in turn by Nene Art School C.I.C. The overall responsibility for ensuring adherence to and implementation of this policy lies with the Committee, staff and the management committee.

Method of Implementation

Nene Art School C.I.C. intends to implement this policy by:

- ✓Ensuring that it is a condition of paid employment in Nene Art School C.I.C.;
- ✓Ensuring that Committee, Management committee, volunteers and users are made aware, understand, agree with, and are willing to implement, this policy. All staff and volunteers will be given a copy of this policy as part of their induction;
- ✓Actively encouraging Committee, staff, management committee and volunteers to participate in anti-discriminatory training, and making time and resources available for such training;

✓Monitoring the services, publicity and events provided by Nene Art School C.I.C., to ensure that they are accessible to all sections of the population and do not discriminate, and taking active steps to ensure that participation is representative.

Monitoring and Reviewing

Nene Art School C.I.C. has declared its commitment to establishing, developing, implementing and reviewing a policy of equality of opportunity. Effective record keeping and monitoring, and acting on information gathered, are essential in order to measure effectiveness and plan progress. The management committee will review the policy annually.

Date: 14/01/2025

Approved at Nene Art School C.I.C. Committee Meeting:

Chair - Jurgita Kapsiene – Signed:

Secretary – Rita Skukauske – Signed:

Review Date: April 2025