



WE ALL MAKE THE STORY HAPPEN

Equality, Diversity and Inclusion Policy

2023/2024

The Equality Act 2010 is the law which bans unfair treatment and helps achieve equal opportunities in the workplace and in wider society. The act replaced previous anti-discrimination laws with a single act to make the law simpler and to remove inconsistencies. Doorstep Arts Equality and Diversity Policy has been reviewed and amended below to reflect these changes.

The policy's purpose is to:

- provide equality, fairness and respect for all in our employment, whether temporary, part-time or full-time
- not unlawfully discriminate because of the Equality Act 2010 protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex and sexual orientation
- oppose and avoid all forms of unlawful discrimination. This includes in pay and benefits, terms and conditions of employment, dealing with grievances and discipline, dismissal, redundancy, leave for parents, requests for flexible working, and selection for employment, promotion, training or other developmental opportunities

1. Our commitment to equality and diversity

We, Doorstep Arts CiC, are committed to eliminating unlawful discrimination and to promoting equality and diversity within our policies, practices and procedures.

We are also committed to promoting equality and diversity within all practices. This applies to our professional dealings with our community members, partnerships, staff, Board members and all other third parties.

We shall treat everyone equally and with the same attention, courtesy and respect regardless of:

(a) race (including colour, nationality, and ethnic or national origin); (b) disability; (c) gender reassignment; (d) age; (e) religion or belief; (f) sex; (g) sexual orientation; (h) marriage or civil partnership status; or (i) pregnancy and maternity

We will take all reasonable steps to ensure that we and our staff do not unlawfully discriminate under the terms of the Letters of Agreement and any legislation in force from time to time relating to discrimination in employment and the provision of goods, facilities or services.

We will monitor the make-up of the workforce regarding information such as (a) race (including colour, nationality, and ethnic or national origin); (b) disability; (c) gender reassignment; (d) age; (e) religion or belief; (f) sex; (g) sexual orientation; (h) marriage or civil partnership status; or (i) pregnancy and maternity and in meeting the aims and commitments set out in the equality, diversity and inclusion policy.

Monitoring will also include assessing how the equality, diversity and inclusion policy, and any supporting action plan, are working in practice, reviewing them annually, and considering and taking action to address any issues.

2. Meeting Community Needs

Doorstep Arts will treat all staff, young people, partners, venue personal, touring artists and production teams equally and fairly and not unlawfully discriminate against them. Doorstep Arts will also, wherever possible, take steps to promote equal opportunity in relation to access to our service provision, taking account of the diversity of the communities that we serve.

Doorstep Arts is committed to meeting the diverse needs of staff, young people, partners, venue personal, touring artists and production teams. We will take steps to identify the needs of individuals in our community and take the appropriate steps to ensure our services are accessible to all, giving particular consideration to; ethnic groups or nationalities; young people; children; carers; member of religious groups; and people from the LGBTQ community.

Doorstep Arts will promote and raise awareness of the accessibility of our services to a diverse range of clients through marketing publications and our website.

3. Dealings with third parties

Doorstep Arts will not unlawfully discriminate in dealings with third parties. This includes the procurement of goods / services.

4. Employment

As an employer, Doorstep Arts will treat all employees and job applicants equally and fairly and not unlawfully discriminate against them. This applies equally to voluntary positions and anyone undertaking work experience with us. This will, for example, include arrangements for recruitment and selection, terms and conditions of employment, access to training opportunities, access to promotion, transfers, grievance and disciplinary processes, selection for redundancies, references, work allocation and any other employment related activities.

(a) Recruitment and selection

Doorstep Arts recognises the benefits of having a diverse workforce and will take steps to ensure that:

- (i) we endeavour to recruit from the widest pool of qualified candidates practicable;
- (ii) employment opportunities are open and accessible to all on the basis of their individual qualities and personal merit;

(iii) where appropriate, positive action measures are taken to attract applications from all sections of society and especially from those groups which are underrepresented in the workforce;

(iv) selection criteria and processes do not unlawfully discriminate on the grounds of race (including colour, nationality, and ethnic or national origin), sex (including marital status, gender reassignment, pregnancy, maternity and paternity), sexual orientation (including civil partnership status), religion or belief, age or disability; other than in those instances where Doorstep Arts is exercising permitted positive action or a permitted exemption;

(v) wherever appropriate and necessary, lawful exemptions (genuine occupational requirements) will be used to recruit suitable staff to meet the special needs of particular groups.

(b) Conditions of service

Doorstep Arts will treat all employees equally and create a working environment which is free from unlawful discrimination and which respects the diverse backgrounds and beliefs of employees. Terms and conditions of service for employees will comply with anti-discrimination legislation. The provision of benefits such as flexible working hours, maternity and other leave arrangements, performance appraisal systems and any other conditions of employment will not unlawfully discriminate against any employee on the grounds of their race (including colour, nationality, and ethnic or national origin), age; gender and gender reassignment; marital status; religion or belief; sexual orientation or on the grounds of disability. Where appropriate and necessary, Doorstep Arts will endeavour to provide appropriate facilities and conditions of service which take into account the specific needs of employees which arise from their ethnic or cultural background; gender and gender reassignment; responsibilities as carers; disability; religion or belief or sexual orientation.

Doorstep Arts organisational structure is built around diverse working practices. We have built a model that is part-time and flexible and we Co-Parent strands of work to accommodate the needs of people with caring responsibilities, work-life balance and wellbeing in the team.

(c) Promotion and career development

Promotion within Doorstep Arts will be made without reference to any of the forbidden grounds and will be based solely on merit. The selection criteria and processes for recruitment and promotion will be kept under review to ensure that there is no unjustifiably discriminatory impact on any particular group.

While positive action measures may be taken in accordance with relevant anti-discrimination legislation to encourage applications from under-represented groups, appointments to all jobs will be based solely on merit. All employees will have equal access to training and other career development opportunities appropriate to their experience and abilities. However, Doorstep Arts will take appropriate positive action measures (as permitted by the anti-discrimination legislation) to provide special training and support for groups which are under-represented in the workforce and encourage them to take up training and career development opportunities.

(e) Training Plan

Doorstep Arts will ensure all staff receives appropriate equality and diversity training. All staff will be updated on any changes in legislation and will receive “refresher” training on a bi-annual basis as a minimum.

(f) Working with other organisations

All those who act on Doorstep Art's behalf will be informed of this equality and diversity policy and will be expected to pay due regard to it when conducting business on Doorstep Art's behalf. In all its dealings, including those with any consortium members, Doorstep Art's will seek to promote the principles of equality and diversity.

5. Implementing the policy

(a) Responsibility

Ultimate responsibility for implementing the policy rests with the Directors and Advisory board of Doorstep Arts. All employees and Board members are expected to pay due regard to the provisions of this policy and are responsible for ensuring compliance with it when undertaking their jobs or representing Doorstep Arts.

Acts of unlawful discrimination on any of the forbidden grounds by employees or Board member of Doorstep Arts will result in disciplinary action. Failure to comply with this policy will be treated in a similar fashion. The policy applies to all who are employed in the organisation and to all Trustees.

Acts of unlawful discrimination on any of the forbidden grounds by those acting on behalf of Doorstep Arts will lead to appropriate action being taken by the organisation.

(b) Complaints of discrimination

Doorstep Arts will treat seriously all complaints of unlawful discrimination on any of the forbidden grounds made by employees, Board members, young people, artists or other third parties and will take action where appropriate.

All complaints will be investigated in accordance with the organisation's grievance or complaints procedure and the complainant will be informed of the outcome. The number and outcome of all complaints received will be monitored.

(c) Monitoring

(1) Doorstep Arts will monitor and record equal opportunities information about staff, and Board members on the basis of race (including colour, nationality, and ethnic or national origin), age, gender, ethnicity and disability.

(2) Where it is possible to do so, and where doing so will not cause offence or discomfort to those whom it is intended to protect, we will monitor the sexual orientation and religion or belief of staff and Board members so as to ensure that they are not being discriminated against in terms of the opportunities or benefits available to them. We are aware that individuals may choose not to disclose their sexual orientation or religion or belief and that care will be taken to avoid inadvertent discrimination in such cases.

We will store equal opportunities data as confidential personal data and restrict access to this information. Equal opportunities information will be used for exclusively for the purposes of equal opportunities monitoring and have no bearing on opportunities or benefits.

Doorstep Arts will monitor all elements of:

(i) recruitment and selection process (applicants and existing staff and Board members); (ii) promotion and transfer;
(iii) training (all training opportunities not restricted to equality and diversity training);
(iv) terms and conditions of employment; (v) take up of benefits (work life balance policies e.g. flexible working requests) (vi) grievance and disciplinary procedures;
(vii) resignations, redundancies, and dismissals.

(d) Review

Doorstep Art's Advisory Board will review the operation of this policy annually in January (or more regularly if we identify any non-compliance or problem concerning equality and diversity issues with young people, artists or personnel). We will take remedial action if we discover non-compliance under this policy or barriers to equal opportunities. When reviewing the policy, we will consider the outcome of monitoring and review actions under our communications and training plans.

Reviewed April 2023