

COASTArts

EQUALITY POLICY

Statement of Intent

This document is a statement of COAST Arts' policy for achieving equality of opportunity throughout the work of the charity. The policy shall inform our actions and attitudes to all trustees, employees, sub-contractors, volunteers and to members of the general public attending and participating at our events.

We recognise that individuals and groups may experience disadvantage and discriminatory treatment. We are committed to encouraging equality and diversity, eliminating unlawful and unjustifiable discriminatory treatment and reducing disadvantage in all our activities.

We are committed to providing quality, value for money services that are responsive to the needs of, and accessible to, all sections of the community. This commitment means treating everyone fairly and justly. We will resist and challenge discrimination and will not unlawfully or unjustifiably discriminate against individuals or groups on the grounds of:

Age; disability; health; language; marital status; nationality or citizenship; political opinion; religion or belief; race or ethnic origin; sex or gender; sexual orientation; pregnancy; social class; unrelated criminal conviction; or any other condition or requirement which cannot be shown to be justifiable.

We all have a responsibility to support and implement this policy.

Policy Aims

We recognise that discrimination and disadvantage exist in society and take many forms, with some individuals and groups suffering multiple and simultaneous discrimination.

We understand that equality of opportunity includes:

- Those attending and/or participating at our events;
- The employment, training, recruitment and selection of employees, sub-contractors, trustees, volunteers and members;
- How we communicate, both internally and externally, including how we portray participants at our events.

We are committed to organising inclusive events by working towards eliminating unlawful and unjustifiable discrimination and reducing disadvantage. To achieve our goal we will work towards integrating equal opportunities into all our policy development, implementation, evaluation and review processes.

Achieving the Policy

We will achieve our aims by placing equality at the heart of everything we do. We will work towards integrating equal opportunities into all our activities and processes.

Every member of COAST Arts, and contractors providing a service on behalf of COAST Arts, has a role to play in achieving the aims stated in this policy.

We are committed to taking actions against all forms of discrimination. If you feel that you have in any way been disadvantaged, we urge you to report the matter to us. Our priority will be to investigate your concerns and seek to resolve the issue to your satisfaction.

This policy will be reviewed every two years.

Policy reviewed and adopted by the Trustees on 17th January 2020 for and on behalf of COAST Arts.