

**CCA Equal Opportunities Policy 2021**

**POLICY STATEMENT**

CCA is committed to eliminating discrimination and promoting equalities and diversity.

CCA is committed to fostering a positive culture where all staff, artists, tenants and visitors can flourish, and where no-one will feel compelled to conceal or play down elements of their identity for fear of being stigmatised.

CCA aims to be a place where people are encouraged to be authentic and their unique perspective, experiences, and skills are seen as valuable assets.

CCA commits to promoting equality, diversity, and inclusion:

In the recruitment, selection and training and appraisal of staff as well as in development and promotion.

In the way in which it welcomes and treats all visitors to CCA and the external organisations with which it works.

To do this, we commit to provide a learning, working, and social environment in which the rights and dignity of all are respected, and which is free from unlawful discrimination, prejudice, intimidation, and all forms of harassment including bullying.

No employee, worker, or visitor will be discriminated against based on age, marriage and civil partnership, race, sex, disability, religion or belief, sexual orientation, gender reassignment, or pregnancy and maternity (the ‘Protected Characteristics’ as defined in the Equality Act 2010), as well as other relevant circumstances including parental or caring responsibilities, contract type, and working hours.

CCA is committed to a programme of action to ensure that equality, diversity, and inclusion initiatives are implemented and monitored at every level through the implementation of transparent policies, practices and procedures and the provision of effective support. It also seeks to ensure that its public engagement work and services benefit diverse audiences and communities.

All staff, artists, and tenants at CCA are expected to abide by the principles set out in this policy and to support CCA in its delivery.

Practising equality of opportunity can sometimes mean treating people differently to treat them fairly, e.g., being flexible to meet the needs of working parents.

**Equality, Diversity, and Inclusion**

Diversity recognises, values, and celebrates the differences between people or communities. These can be visible and non-visible differences. Our differences may mean we have different cultures, needs, wants, and ways of doing things.

Inclusion means actively considering the diversity of individuals and groups to understand their needs and changing the way we do things where necessary in order to ensure that each member of the CCA community is included and feels valued.

**AIMS OF POLICY**

The aims of this policy and CCA’s ethos is to:

* Eliminate unlawful discrimination on grounds of any protected characteristic.
* Promote equality of opportunity for all members of the CCA community.
* Comply with CCA’s equality duties under the Equality Act 2010.

**STAFF**

CCA is committed to a policy and practice which require that entry into employment and progression within employment at CCA will be determined only by personal merit and by the application of criteria which are related to the duties and conditions of each particular post and the needs of the organisation. Subject to statutory provisions, no member of staff or applicant for appointment as a member of staff will be treated less favourably than another because of any protected characteristic. If any person appointed as a member of staff considers that they are suffering from unlawful discrimination, harassment, or victimisation in their appointment or progression because of any protected characteristic, they may raise this through the organisations complaints or grievance procedure, or the procedures for dealing with harassment, as appropriate.

Please refer to the Staff Handbook and the Recruitment Policy for full details.

**PROVISION OF EDUCATION AND TRAINING**

CCA affords all staff access to training including all benefits, services and facilities, irrespective of any protected characteristic (subject to our reasonable adjustments duty and considerations of safety and welfare). CCA will not discriminate against a staff member on the grounds of any protected characteristic by excluding them or subjecting them to any other detriment.

CCA will:

* Treat all members of CCA community with respect and dignity and seek to provide a positive working environment free from discrimination.
* Endeavour to meet the needs of all staff, artists and visitors and ensure that there is no unlawful discrimination on the grounds of any protected characteristic.
* Monitor the recruitment of staff from different backgrounds.
* Challenge all inappropriate discriminatory behaviour by any member of the CCA community.
* Ensure regular reviews, monitoring and evaluation for the effectiveness of inclusive  
  policies and practices.
* Promote an inclusive culture, good management practice, through the development of codes of conduct, policies, and training.

Whether or not intentional, harassment and bullying in all its forms is unacceptable and will be dealt with in accordance with CCA’s disciplinary procedures

CCA recognises that discrimination may be direct, indirect, or arising from disability

**MONITORING AND REVIEW**

The Senior Management team regularly monitor and review the effectiveness of this policy and reports to the trustees on the policy's effectiveness in practice.

**BREACH OF THIS POLICY**

Staff who are in breach of this policy may be sanctioned in accordance with CCA’s Codes of Conduct and the Staff Handbook.