



Equality and Diversity Policy

This policy explains Arts 4 Wellbeing's commitment to equality of opportunity and respect for diversity in its role as a provider of quality provision to the local community and as an employer in the local economy. We recognise that South Tyneside is a diverse place and this policy seeks to promote this by valuing the uniqueness of everyone.

Our Vision

Equality is embedded throughout all our services.

It is not an extra piece of work, but part of our day-to-day life, each and every day and in everything we do.

The overall aim of the policy is to: Eliminate unlawful discrimination; Promote equality of opportunity; Promote equality of access; and promote good relations between diverse communities in or employment policies and practices, in our service delivery and in our engagement with partners and the local community.

The Legal Framework

Arts 4 Wellbeing acknowledges its responsibilities as set out in the Equality Act 2010. We will ensure that our policies and procedures are compliant with any forthcoming legislation; Codes of Practice and guidance published by national equalities bodies and Commissions.

The Equality Act 2010 is the main piece of legislation covering equality in this country. It describes how everyone has the right to be treated fairly at work or when using services.

Achieving Equality

Arts 4 Wellbeing will integrate equality of opportunity and respect for diversity into all aspects of its activity. To achieve our aims, we will:

Positively promote equality of opportunity and respect for diversity in all aspects of our work;

Challenge unfair discrimination in all its forms;

Profile the makeup of our customer base to inform our priorities;

Develop a Single Equalities Scheme and Action Plan to implement this policy by regular questionnaires to our members;

Establish equality objectives;

Engage with and listen to the views of others, to assist with the development of our equality agenda;

Incorporate equality of opportunity into all policies, plans and strategies;

Develop services that are accessible to all members of the community;
Seek to create a workforce profile that reflects our diverse community at all levels;

Provide appropriate guidance in equality and diversity issues for our members, employees and governance team;

Review, self-assess, audit and report progress annually on our equalities work;

Work to develop procedures to respond to and address all forms of harassment and victimisation.

Equality and Diversity in Service Provision

We will aim to:

Provide clear and accessible information about our services, which are available on request in a variety of appropriate formats and languages which meet the needs of all members of the community;

Use effective systems for challenging, reviewing and monitoring our service delivery and to ensure that quality and equality are continuously evaluated and improved and to ensure that all sections of the community are receiving fair access and outcomes;

Ensure all members, employees and governance team understand what equality in service provisions means by providing specific training;

Monitor and evaluate service take-up in relation to age, disability, gender and race.

Equality and Diversity at Work

We will ensure that equality underpins all aspects of our employment policies, procedures and practices and our training and development policies also, we will aim to:

Recruit employees in a way that is fair and open;

Monitor our employment processes by age, disability, gender and racial group and take action to address any inequalities that are apparent;

Ensure employees are aware of their personal responsibility to apply this policy;

Take positive action to encourage under-represented groups to apply for posts or specific training;

Recognise that employees have the right to work in a supportive environment, safe and harassment free environment and all complaints are dealt with robustly;

Ensure that we have an equal pay policy in place;

Make reasonable adjustments, wherever possible, to enable the employment and redeployment of staff with disabilities.

We will undertake regular employee engagement to assess the working environment and conditions we provide, and to ensure that we are continuing to develop and maintain an anti-discriminatory culture across the organisation.

The Manager and governance team are responsible for providing leadership in the implementation of this policy and for ensuring that service planning and performance management systems incorporate specific equality objectives in terms of service delivery and employment.

All employees are responsible for ensuring they play their part in implementing this policy.

Any breach of this policy will be dealt with. Serious offences such as harassment will be treated as misconduct or gross misconduct.

Monitoring and Measuring Progress

We will monitor and evaluate review the effectiveness of this policy and the Single Equalities Scheme on a regular basis, but to achieve twice yearly.

Progress will also be monitored annually against equalities performance indicators and targets, which will be included on the Single Equalities Scheme and reported to the governance team twice yearly.