



Equal Opportunities Policy

Newbiggin Arts Centre (NAC) – registered charity #1163002 - is committed to encouraging equality, diversity and inclusion among our volunteer workforce, and eliminating unlawful discrimination.

The aim is for our volunteer workforce to be truly representative of all sections of society and our members, and for each volunteer to feel respected and able to give their best.

The charity - in providing goods and/or services and/or facilities - is also committed against unlawful discrimination of customers or the public.

The policy's purpose is to:

- provide equality, fairness and respect for all within our charity, whether volunteers or members
- 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.

NAC commits to:

- Encourage equality, diversity and inclusion within the charity as they are good practice and make business and moral sense
- Create an operating environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff are recognised and valued.

All volunteers and members should understand they, as well as the charity, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their support to the charity, against fellow volunteers, customers, suppliers and the public

- Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow volunteers, customers, suppliers, visitors, the public and any others in the course of the organisation's charity activities.

Such acts will be dealt with as misconduct and appropriate action will be taken.

- Make opportunities for training, development and progress available to all volunteers, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the charity.
- Decisions concerning volunteers being based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act).
- Monitor the make-up of the volunteer force regarding information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality, diversity and inclusion, 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.

The equality, diversity and inclusion policy is fully supported by the Board of Trustees and has been agreed ex-committee after the operational committee of 29th November 2020.

The charity's grievance and disciplinary policies and procedures state that any grievances should be taken up with the Chairman of the Board of Trustees, or a delegated member of the Board of Trustees.

Signed:

Steve R Wilkinson

Chairman of the Board of Trustees

29th November 2020