



Newbiggin Arts Centre

*The place for all things art...where **Arts** are for **All***

Newbiggin Arts Centre Equality, Diversity & Inclusion Policy

Approved by Trustees on: 10th September 2025

Review Date: 9th September 2026

Our Commitment

At Newbiggin Arts Centre (NAC), we believe everyone should feel welcome, respected, and valued. We are committed to creating a safe, inclusive space for all—volunteers, members, visitors, and the wider community.

We celebrate diversity and aim to reflect the full range of experiences, backgrounds, and identities in everything we do.

Why This Matters

This policy exists to:

- Ensure fairness, respect, and opportunity for everyone involved with NAC
- Prevent discrimination in line with the Equality Act 2010
- Build a culture where inclusion and individuality are supported and encouraged

We stand firmly against all forms of discrimination, including based on: age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, and sexual orientation

How We Put This into Practice

We are committed to:

- **Fostering inclusion:** We promote dignity, kindness, and respect in all our interactions
- **Taking action:** Bullying, harassment, victimisation, or discrimination will not be tolerated and will be addressed appropriately
- **Providing fair opportunities:** All volunteering decisions are made based on skills, interests, and potential
- **Supporting development:** Volunteers are encouraged to grow and contribute in ways that work for them
- **Listening and learning:** We take feedback seriously and aim to learn from experience
- **Making adjustments:** Where needed, we'll make reasonable changes to remove barriers for people with disabilities or other needs
- **Tracking progress:** We monitor and review how we're doing, so we can keep improving

Everyone's Responsibility

Creating an inclusive space is something we do together.

We ask all volunteers, members, and trustees to:

- Treat others with respect
- Actively support this policy
- Raise concerns if something doesn't feel right

We're here to support anyone who experiences or witnesses discrimination.

Concerns can be raised with the Chair of Trustees or a designated Trustee under our grievance process.

If you have questions, suggestions, or need support related to this policy, please don't hesitate to reach out. We're always listening.

Review and Approval

This policy will be reviewed every year, or sooner if needed.

Signed on behalf of the NAC Board of Trustees:

A handwritten signature in blue ink that reads "Steve R. Wilkinson." The signature is written in a cursive, flowing style.

Steve Wilkinson
Chairman of the Board of Trustees
10th September 2025