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: 2nd October 2026
Review Date: 1st October 2027

Our Commitment

At Newbiggin Arts Centre, we believe everyone should feel welcome, respected, and valued. We are committed to creating a safe, inclusive space for all - volunteers, members, visitors, **staff, Trustees** 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 the Arts Centre
- 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 **those relating to** 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 and participation** 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 adjustments** 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, **staff,** 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 the Board of Trustees or a designated Trustee **and will be dealt with fairly, sensitively and, where possible, confidentially, in line with our relevant policies and procedures.**

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.

Last reviewed: **October 2026**
Next review: **October 2027**

Signed on behalf of the NAC Board of Trustees:



Steve Wilkinson
Chairman of the Board of Trustees

Date: 2nd October 2026