



Equality Policy

Last updated: August 2023
To be reviewed: August 2024

Introduction:

This Equality Policy outlines the commitment of Sheba Arts to promoting equality, diversity, and inclusion in all aspects of its operations. It aims to ensure that everyone, including trustees, staff members, volunteers, and service users, are treated fairly and with respect, regardless of their protected characteristics.

1. Objectives:

- To create an inclusive and welcoming environment that promotes equality, diversity, and inclusion.
- To eliminate discrimination, harassment, and victimisation on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation.
- To promote equity for all individuals and ensure they can participate fully in the organisation's activities.

2. Roles and Responsibilities

2.1 Trustees:

- The Board of Trustees is responsible for overseeing the implementation of the Equality Policy and ensuring compliance with all relevant legislation.
- Trustees should set an example by promoting equality, diversity, and inclusion within their own behaviour and decision-making processes.
- They should ensure that Sheba Art's policies, processes, procedures, practices, and people development align with the principles of equality and diversity.
- Trustees should regularly review and monitor the effectiveness of the Equality Policy, making necessary suggested adjustments as required.
- They should provide appropriate resources and support for the implementation of the policy.

2.2 Directors/Managers:

- Directors/Managers should ensure that equality, diversity, and inclusion are embedded in all aspects of Sheba Art's operations, including recruitment, training, performance management, and service delivery.
- They should provide leadership in promoting a culture that values and respects diversity.
- Directors/Managers should ensure that all staff members and volunteers understand their responsibilities under the Equality Policy and receive appropriate training.
- They should promptly/in a timely manner address any concerns or complaints related to discrimination, harassment, or victimisation.

2.3 Service User Rights:

- All service users have the right to be treated with dignity, respect, and fairness, regardless of their protected characteristics.
- Service users should be provided with accessible and inclusive services that meet their individual needs.
- Discrimination, harassment, or victimisation of service users will not be tolerated, and any such incidents should be reported and dealt with promptly/in a timely manner.
- Service users have the right to make complaints or raise concerns about discriminatory behaviour/language or treatment.

3. Implementation and Monitoring:

- The Equality Policy should be communicated to all trustees, staff members, volunteers, and service users.
- Regular training should be provided to ensure understanding and compliance with the policy.
- The policy should be reviewed periodically to assess its effectiveness and make necessary improvements.
- Monitoring mechanisms should be in place to collect data on the diversity profile of trustees, staff members, and service users, to identify any potential disparities and take appropriate actions.

4. Review:

- This Equality Policy will be reviewed annually by the Board of Trustees to ensure it remains up-to-date and effective.
- Sheba Arts is committed to ensuring equal opportunities and promoting diversity and inclusion. This policy will be implemented with the full cooperation of all trustees, directors, staff members, volunteers, and service users.

5. Training and Awareness:

- Sheba Arts will provide regular training and awareness programmes to employees, ensuring they understand their rights and responsibilities under this policy and promoting an inclusive workplace culture.

6. Communication:

- Sheba Arts will communicate this equality policy to all employees, clients, and stakeholders through appropriate channels, such as staff handbooks, and other relevant communication platforms.