



Equality, Diversity, and Inclusion policy

Cartwheel Arts is committed to promoting equality, tackling all forms of discrimination and to fostering good relationships between diverse groups of people among our Trustees, staff, freelancers, volunteers, and participants.

Our aim is for our workforce and our participants to be truly representative of all sections of society, and for each person to feel respected and to feel confident that they can bring their whole self to the organisation.

The organisation - in providing goods and/ services or activities/facilities - is committed to proactively preventing against unlawful discrimination of staff, customers, or the public.

The policy's purpose is to:

- provide equality, fairness, and respect for all in our employment, and to pay/treat people equally for equal work.
- not unlawfully discriminate based on any protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, citizenship, and ethnic or national origin), religion or belief, sex, and sexual orientation
- proactively oppose and avoid all forms of unlawful discrimination. This includes in pay and benefits, terms and conditions of employment, dealing with grievances and discipline, dismissal, redundancy, leave for parents/carers, requests for flexible working, and selection for employment, promotion, training or other developmental opportunities

Cartwheel Arts commits to:

- Encouraging equality, diversity, and inclusion in the workplace as it is good practice and makes good business sense
- Creating a working environment free of bullying, harassment, victimisation, and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all are recognised and valued.

Providing training and development for trustees/director and all other employees/Freelancers about their rights and responsibilities under the equality, diversity, and inclusion policy.

- Staff and volunteers at all levels conducting themselves such as to help the organisation provide equity in employment, and prevent bullying, harassment, victimisation, and unlawful discrimination.

Ensuring that all staff, freelancers, volunteers, trustees and the director understand that they can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their involvement with the company, against other employees, freelancers, volunteers, trustees, participants, suppliers and the public.

- Taking seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow workers, customers, suppliers, visitors, trustees, the public and any others in the course of Cartwheel Arts' work activities.

Dealing effectively with such acts as misconduct under Cartwheel Arts' grievance and/or disciplinary procedures, and appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to dismissal without notice.

Ensuring that everyone knows that sexual harassment may amount to both an employment rights matter and a criminal matter, such as in sexual assault allegations. In addition, harassment under the Protection from Harassment Act 1997 – which is not limited to circumstances where harassment relates to a protected characteristic – is a criminal offence.

- Making opportunities for training, development, and progress available to all workers, 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 organisation.
- Ensuring that decisions concerning staff are based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act).
- Reviewing employment policies, processes, procedures and practices when necessary to ensure fairness, and also updating them to take account of changes in the law.
- Monitoring the make-up of the workforce 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.

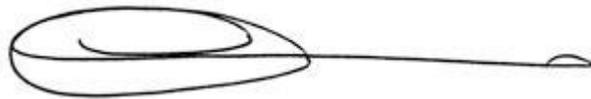
Monitoring will also include assessing how the Equality, Diversity and Inclusion policy, and any supporting action plan, are working in practice, reviewing them annually, and considering and taking action to address any issues.

The Equality, Diversity and Inclusion policy is fully supported by Cartwheel Arts Board of Trustees and the Director

Details of the organisation's grievance and disciplinary policies and procedures can be found at on Cartwheel Arts website This includes with whom an employee should raise a grievance

Use of the organisation's grievance and/or disciplinary procedures does not affect the right to make a claim to an employment tribunal within three months of the alleged discrimination.

Signature:

A handwritten signature in black ink, consisting of a large, stylized loop followed by a long horizontal line that tapers to a point on the right.

Alyson Malach, Board Chair

Signature:

A handwritten signature in black ink, written in a cursive style that reads "Rick Walker".

Rick Walker, Director

Date: 13th April 2021