

nidderdale visual arts

Equality and Diversity Policy

Aims

nidderdale visual arts (nva) is committed to promoting and achieving equality of opportunity for all those who are involved in the operation of the Charity, all users of the services we provide and all other persons that come into contact with nva.

We believe that all people are of equal value and are entitled to equality of opportunity irrespective of disability, sex, race, ethnicity, religion, culture, age, social class, appearance or sexual orientation.

Values, principles and standards

We recognise our responsibilities under the Equality Act 2010, and are committed to meeting them in full. We believe that a culture that embraces equality and values diversity will help us to ensure that everyone feels involved and included in our activities.

This policy is therefore underpinned by the following values, principles and standards:

- equality and social justice
- acknowledging and valuing diversity
- respect for others
- elimination of all forms of prejudice and unfair discrimination
- commitment to inclusive education which enables and supports all members of our community to develop their full potential
- commitment to the positive development of volunteers, tutors, and trustees
- accountability for compliance with this policy by all our members and others engaged in the work of nva.

Code of practice

nva is a membership organisation. We will ensure that membership remains free of charge and open to anyone with an interest in the Charity's work and activities.

nva's prime charitable object is to advance education in the visual arts through the dissemination of information, the provision of courses, seminars, events and exhibitions available to the general public. In planning all its activities, nva will seek to promote access for all. We will do our utmost, within available resources, to remove barriers which limit or discourage access to our services and activities, for example by ensuring that nva activities and events are open and welcoming to everybody, and that our premises are accessible to people with disabilities.

nva will seek to ensure that in all its operations:-

- The contributions of all those working for the Charity are recognised and valued.
- People are treated with dignity and respect regardless of race, nationality, gender, sexual orientation, gender reassignment, disability and/or age.
- At all times people's feelings are valued and respected. Language or humour that people find offensive will not be used, e.g. sexist or racist jokes or terminology which is derogatory to someone with a disability.
- No one will be harassed, abused or intimidated on the ground of his or her race, nationality, gender, sexual orientation, gender reassignment, disability or age.

The Trustees will take complaints of discrimination and harassment very seriously and will investigate them thoroughly, providing an opportunity for the person making the complaint to speak in a safe environment about their experience. If the complaint is against a particular individual, the Trustees will hear their point of view. The Trustees will decide the action to take based on the principle of ensuring the continued inclusion and safety of any member who has experienced discrimination or harassment. Any decision to terminate an individual's membership will be made in line with the rules set out in the constitution.

We shall take active steps to communicate this Equality and Diversity Policy to all members of our immediate and wider community. We will ensure that all those undertaking work for nva such as volunteers and freelance tutors are aware of and are committed to implementing the policy.

Responsibilities and accountabilities

Overall responsibility for the policy lies with the Trustees and in particular:-

- making sure nva follows the policy and meets its legal responsibilities with respect to equality
- making sure that all volunteers know their responsibilities and receive any support and training necessary to carry them out
- taking action in cases of unfair discrimination, harassment or bullying.

The Operational Team is responsible for:-

- promoting equality and diversity, and avoiding unfair discrimination in the way it plans and operates the activities of nva
- advising the Trustees of any issue which impacts upon the organisation's ability to implement the policy.

All volunteers and contracted persons are responsible for:

- ensuring that their own actions and language are consistent with the spirit as well as the content of this policy
- challenging and reporting any incidents of unfair discrimination or harassment.

Monitoring and review

The Policy has been approved and adopted by the Trustees of nva. The Trustees will review the policy every three years, or as required, to ensure it remains compliant with Equality and Diversity legislation.

Debby Moxon
Chair of Trustees
16th November 2017