

## **BATH ARTISTS' STUDIOS LIMITED**

### **EQUALITY AND DIVERSITY POLICY**

Bath Artists' Studios is dedicated to encouraging a supportive and inclusive culture amongst its staff, Board of Trustees, membership and visitors. It aims to reflect that commitment in the content of the services and experiences it offers to both its immediate membership and the wider public. It is within our best interests to promote diversity and eliminate discrimination within the organisation and wider arts sector of which we are a part.

Our aim is to ensure that all members, applicants, staff, trustees and artists contracted to exhibit or teach with the organisation are given equal opportunity and that Bath Artists' Studios is representative of all sections of society. Each member will be respected, valued and able to give their best as a result.

This policy reinforces our commitment to providing equality and fairness to all and not provide less favourable facilities or treatment on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, ethnic origin, colour, nationality, national origin, religion or belief or sex and sexual orientation. We are opposed to all forms of unlawful and unfair discrimination.

All personnel no matter whether they are staff (part-time, full-time or temporary), members or trustees will be treated fairly and with respect. When Bath Artists' Studios selects candidates for employment, organisational membership, training, promotion or any other benefit it will be on the basis of their aptitude and ability.

All personnel will be given help and encouragement to develop their full potential and utilise their unique talents.

### **BATH ARTISTS' STUDIOS COMMITMENTS**

- To create an environment in which individual differences and the contributions of all personnel are recognised and valued.
- To reflect the societies diversity within the thematic content of the organisation's programme and services.
- To ensure the organisation's programme and services is accessible to all sections of society through our marketing and communications strategy.
- To create a working environment that promotes dignity and respect for all.
- To not tolerate and form of intimidation, bullying or harassment and to discipline those that breach this policy (also see Bath Artists' Studios Dignity and Respect Policy)
- To make training, development and progression opportunities available to all personnel.
- To promote equality in the workplace which Bath Artists' Studios believes is good management practice.

- To encourage anyone who feels they have been subject to discrimination to raise their concerns so that we can apply corrective measures.
- To encourage personnel to treat everyone with dignity and respect.
- To regularly review all our employment and organisational practices and procedures so that fairness is maintained at all time.
- To undertake regular equality and diversity monitoring throughout our organisation.

Bath Artists' Studios will inform all personnel that an equality and diversity policy is in operation and that they are obligated to comply with its requirements and promote fairness throughout the organisation. This policy will also be drawn to the attention of funding agencies, stakeholders, partners, audiences, learners and job applicants. This policy will be made available on the Bath Artists' Studios website at [www.bathartistsstudios.co.uk](http://www.bathartistsstudios.co.uk)

Bath Artists' Studios equality and diversity policy is fully supported by its board of trustees and has been agreed by representatives of its personnel.

Our policy will be monitored and reviewed annually to ensure that equality and diversity is promoted throughout our organisation.

SIGNED

A handwritten signature in black ink that reads "Felicity Bowers". The signature is written in a cursive style with a large, prominent 'F' and 'B'.

NAME Felicity Bowers

POSITION Chair, Board of Trustees

DATE 09.03.2020