



## Kandu Arts for Sustainable Development & Kandu Arts Community Projects CiC

### **EQUALITY & DIVERSITY POLICY**

Kandu Arts for Sustainable Development and Kandu Arts Community Projects CIC is committed to equality throughout policies and practice.

In implementing this policy KAFSD & KACPCIC will adhere to The Equality Act 2010 which legally protects people from discrimination in the workplace and in wider society. We will ensure that all employees, contractors, volunteers, visitors and service users, both actual and potential, are treated equally and as individuals within the law.

#### **Types of discrimination ('protected characteristics')**

It is against the law to discriminate against anyone because of:

- age
- gender reassignment
- being married or in a civil partnership
- being pregnant or on maternity leave
- disability
- race including colour, nationality, ethnic or national origin
- religion or belief
- sex
- sexual orientation

These are called 'protected characteristics'

You're protected from discrimination:

- at work
- in education
- as a consumer
- when using public services
- when buying or renting property
- as a member or guest of a private club or association

You're legally protected from discrimination by the [Equality Act 2010](#).

You're also protected from discrimination if:

- you're associated with someone who has a protected characteristic, for example a family member or friend.
- you've complained about discrimination or supported someone else's claim

## Our Aims

Management KAFSD & KACPCIC will aim to ensure that the management of the organisations is representative of the community and users which they serve. The Director/s will be responsible for ensuring that the equality & diversity policy is properly implemented, monitored and reviewed.

Management will aim to undertake equality and diversity training.

KAFSD & KACPCIC will ensure that no job applicant, self-employed person, freelance facilitator or volunteer receives less favourable treatment than another on grounds of the legal protected characteristics.

KAFSD & KACPCIC is committed to fair engagement and selection procedures and wherever possible any vacancy will be advertised, and fair and equitable shortlisting and interview processes will be followed.

Employees of and volunteers working with the organisation, will be informed of the equality and diversity policy and receive training on equality and diversity issues as appropriate.

KAFSD & KACPCIC will also ensure that the changing and developing needs of staff and volunteers are recognised and appropriate and reasonable adjustments are made to the working environment, and/or training provided where necessary.

KAFSD & KACPCIC operates a disciplinary, grievance and complaints procedures which all staff will be appraised of.

Behaviour or actions against the spirit and /or letter of the equality law, on which this policy is based, will be considered a serious disciplinary matter.

KAFSD & KACPCIC aims to make its services accessible to as wide a range of the public as possible and in order to achieve this will take steps to remove barriers which prevent potential audience, participants, members and users from having equal access to the organisation's activities. This will include ensuring that activities take place in venues and premises which aim to be accessible to disabled people, providing facilities for disabled people to enable them to participate fully in activities, ensuring that the design of publicity material takes account of the needs of disabled people both in terms of print, format, information on access; encouraging and enabling people from underrepresented groups to attend and participate.

KAFSD & KACPCIC is committed to eliminating discrimination and to implementing an equality and diversity policy. Applications for employment and external project proposals will be welcome from all suitably qualified or eligible people.

KAFSD & KACPCIC will make this policy available for inspection at the registered offices.

Responsibility for implementing the overall component parts of the policy lie with the Directors and management staff of the organisation.