



CULTURE, HERITAGE & ARTS ASSEMBLY.

ARGYLL & ISLES

EQUALITIES AND DIVERSITY POLICY

CHARTS is committed to establishing a culture of equal opportunities and inclusion for all: users, audiences, workers, prospective workers, members and directors, and opposes all forms of unlawful or unfair discrimination.

We recognise the aim of the Equality Act 2010 is to 'harmonise discrimination law and to strengthen the law to support progress on equality. It replaces and extends the existing equality legislation on race, disability and gender and covers a total of 9 **'protected characteristics'**.

These are:

1. Age
2. Disability
3. Sex
4. Gender Reassignment
5. Marriage or civil partnership
6. Pregnancy and maternity
7. Race
8. Religion or belief
9. Sexual orientation

Every possible step will be taken to ensure that individuals are treated equally and fairly and that decisions on recruitment, selection, development and programming are based solely on objective criteria. CHARTS will treat all persons according to the gender in which they identify.

STATEMENT OF INTENT:

CHARTS strives to take an equitable approach to all aspects of the delivery and the development of the organisation. The organisation will endeavour to take account of the complexity of difference, widen access and wherever possible provide an equal experience for contractors, members, stakeholders and visitors. In addition, we seek to engage those who have previously felt excluded from culture, art and heritage.

We will consult with and involve our Steering Group, other members, communities and partner organisations, to encourage participation in our decision and planning processes.

We aim to help identify improvements in the quality of services we deliver

We recognise that the arts and heritage are both manifestations of culture as well as the means of communication of cultural and historical knowledge. We will encourage debate; foster an environment where questions can be asked and voices heard.

CHARTS will actively seek professional advice to ensure that we are engaging with equalities in every aspect of our work. In supporting our members, we will consider the importance of referencing specialists and seeking advice from practitioners, arts and heritage organisations who have expertise with specific target groups. CHARTS will work with these experts and with the target groups themselves to consider how best to widen accessibility.

CHARTS recognises the importance of developing programmes of events and projects that widen access to all. The Gaelic language is of particular importance and CHARTS strives to include the language whenever possible.

Awarding Contracts; Professional, Voluntary and Educational Work Opportunities

We will strive to be a good employer and commissioning body.

CHARTS demonstrates fairness within systems and processes for uptake of opportunities and award of contracts.

The organisation observes the following procedures and all opportunities will be publically advertised:

- Recruitment and provision of service opportunities will be advertised on the CHARTS website
- Opportunities will be advertised on relevant culture, arts and heritage, national online portals, as appropriate.
- All opportunity notices will be publically advertised for at least 10 days
- Recruitment panels will constitute at least two members of the board and one senior staff.
- Where partner agencies are involved, their inclusion in selection processes will be invited.
- For the avoidance of doubt towards majority decision; an odd number of people will constitute any selection panel
- All parties responding to CHARTS opportunities will receive a response
- Feedback to unsuccessful applicants with interest in professional, or other opportunity, will be provided on request

Service Standards

CHARTS is committed to meeting legal obligations in respect of Access and Equality laws when buying goods or services.

Developing as a digital first organisation, all staff and other service providers work remotely and are registered as individually self-employed or named businesses. The organisation intends to employ staff in the future.

Commissioned staff and service providers will:

- Be responsible for all tax and national insurance provision associated to their role on behalf of CHARTS
- Be provided and be expected to adhere to relevant CHARTS policy as attached to award of contract.

- Encourage member-organisations to adhere to the Equality Act 2010 to support progress on equality in Argyll and Isles

Equalities and Diversity Training

The CHARTS board values opportunities for training to develop the organisation. Trustees and staff will undertake access and equalities training as appropriate, to:

- Increase understanding of the CHARTS workforce, membership and their needs
- Ensure communication barriers to accessing services and facilities are reduced
- Ensure physical barriers to accessing services and facilities are reduced
- Assist in the monitoring and evaluation of our work on delivering commitments to promoting equality and access for our members, participating communities and our workforce

CHARTS will continually review progress to develop services that are accessible to all and identify where we need to do more.