



## **EQUALITY and DIVERSITY POLICY**

**Good for the Soul CIC Ltd** is committed to:

- Ensuring that the principles of equality of opportunity underpin the planning and execution of all work affecting, directly or indirectly, employees, artists, participants, support staff or audiences.
- Promoting and celebrating the diverse community in which we live, and striving to reflect this diversity within our membership.
- Promoting equality of opportunity for all present and potential employees, whether paid or voluntary.
- Ensuring that every employee, artist and participant is offered individual support and training appropriate to his or her requirements in order to assume a full and active role within the organisation.

The law already requires that no job applicant or employee will receive less favourable treatment on the grounds of race, colour, nationality, ethnic or national origins, gender or marital status. In addition, Good for the Soul will never discriminate against any applicant, artist, employee (paid or voluntary) or participant on the grounds of disability, religion, political belief, socio-economic background, parental status, age (within the published age limits of the sessions offered), sexual orientation or Trade Union membership. In the event that demand for participation in Good for the Souls' work requires the formation of waiting lists, some consideration will be paid to the social and educational background of potential members in order to ensure that the membership continues to reflect the full diversity of society. This point is discussed in greater depth below.

### **Implementation:**

The Company's Equal Opportunities Policy, its progress and achievements, and the way in which it is administered is reviewed annually by the Directors. Good for the Soul will advertise all vacant posts in relevant media publications to ensure the widest possible coverage e.g., Black, Asian, Disability, Lesbian and Gay press.

Equal Opportunities Monitoring Forms are issued to all job applicants.

All artists working with Good for the Soul will be informed of our Equal Opportunities Policy, and their responsibilities and rights.

All employees at every level have an individual responsibility for ensuring

### **Equal Opportunities.**

All employees (paid or voluntary) have the right to be treated fairly. If any individual feels that he or she is not being treated fairly under the Equal

Opportunity Policy, he or she must contact the Project Manager, or where this may be inappropriate, one of the other Directors.

**Artist Selection**

Groups wishing to participate in Good for the Soul activities will be offered a list of artists from which they will select the particular activity they wish to undertake. No preference will be made as to individuals, instead it is important that groups are able to choose the activity they prefer.

**Prejudice**

Good for the Soul actively promotes equal opportunities for all present and potential employees, artists and participants. trainees and members. We aim to foster a safe and welcoming environment in which all participants feel involved and important to the process. If any workshop participant is exposed to prejudice or discrimination whilst working within the group, artists are committed to supporting the individual. Where prejudice is ongoing or is considered to stem from artists the artist's contract will be terminated.

**Waiting lists:**

As Good for the Soul's work develops, it is likely that demand for involvement will outweigh the number of projects we are able to offer. In this case, potential groups will be offered projects in chronological order.

**Criminal Records bureau and ISA**

Good for the Soul will ask all artists to undertake Enhanced Disclosures of Criminal Records and (from October 2009) register with the Independent Safeguarding Authority. Evidence of previous criminal convictions will not automatically prevent an artist from taking up a position within the organisation except where the nature of the conviction, and the work to be undertaken by an employee or potential employee warrants this action.

**ADOPTION OF THIS POLICY**

This Data Protection Policy was adopted by Good for the Soul CIC Ltd on the

day of \_\_\_\_\_, 2009 by:

Jane Dancer (Director) .....

Louise Taylor (Director) .....

Stephen Marshall (Director) .....