



Equity, Diversity and Inclusion Policy

Introduction

Black Swan Arts (BSA) accepts that in society certain groups or individuals are denied equality on the grounds of race, gender, marital status, caring responsibilities, disability, gender re-assignment, age, social class, sexual orientation and religion/belief or any other factor irrelevant to the purpose in view.

BSA welcomes the statutory requirements laid down in the Equalities Act 2010 (which replaced the Sex Discrimination Act 1975 and the Race Relations Act 1976 and supplements the Equal Pay Act 1970) and is committed to complying with the Equalities Act 2010 with such other Acts and statutory requirements furthering equality of opportunity for all as also apply to its charitable activities.

BSA recognises that it has moral and social responsibilities that go beyond the provisions of the above mentioned Acts and Regulations, and that it should support and contribute to the wider process of change through all aspects of its work and practices in order to eliminate discrimination and promote equality and diversity.

BSA is committed to taking positive steps to ensure that:

- all people are treated with dignity and respect, valuing the diversity of all;
- equality of opportunity and diversity is promoted;
- services are accessible, appropriate and delivered fairly to all;
- the mix of its employees, volunteers and management committees reflects, as far as possible, the broad mix of the population of its local community;
- traditionally disadvantaged sections of the community are encouraged to participate in policy decisions about, and the management of the services provided.

Black Swan Arts (BSA) is always working to welcome new and diverse audiences.

This policy applies to all BSA employees, volunteers, tenants, exhibiting artists and visitors.

Aims

- to ensure matters of equality, diversity and inclusion are considered in all decision making at BSA
- to promote positive and respectful relationships between colleagues, tenants, volunteers, artists and visitors, including respect for personal preferences and lifestyles choices
- to take active steps to tackle unlawful and unfair discrimination, inequality and unfairness

- to create and maintain a culture that values difference and recognises that treating people unequally can have negative impacts in their dignity, self-esteem and confidence
- to ensure all members of the community have access to the visual arts and crafts

Definitions

- **Equality:** Equality means making sure that every individual has equal opportunities. By being conscious of, and actively challenging, bias or prejudice we make sure no one is treated less favourably because of who they are or what makes them different from other people. This requires a proactive approach to make reasonable adjustments that address the visible and invisible barriers people face.
- **Diversity:** Diversity means having differences within an organisation or setting. Diversity recognises we are all different in many ways. People with differing identities, backgrounds and experiences should all have equitable access to resources and decision-making. Some people prefer to use the term 'representation' to focus on how organisations should be reflective of the society we live in and the communities we serve.
- **Inclusion:** Inclusion means being proactive to make sure people of different backgrounds, experiences and identities feel welcomed, respected and fully able to participate. It is not only about creating a diverse environment but also about making sure that a culture exists where individuals can be their full selves.
- **Intersectionality:** We all have overlapping identities including, but not limited to, disability, gender, race, religion or belief, sex, class and sexual orientation. An 'intersectional' approach to equity, diversity and inclusion requires us to understand that these multiple forms of discrimination are experienced simultaneously, in different ways by people of different backgrounds.

Protection from Discrimination

People are protected against discrimination because of protected characteristics that we all have. Under the Equality Act, there are nine protected characteristics:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation.

Dealing with Discrimination

BSA will act whenever anyone feels they have been discriminated against or harassed while working or visiting the centre. The BSA complaints procedure will be used to investigate and report, listening

to all members involved. Please note: if the complaint is against a committee member, that member will not be part of conducting the investigation.

If the complaint is against BSA as an institution, the board of trustees will consider the matter and respond, making clear if the complaint is accepted wholly or in part and what steps will be taken to ensure such discrimination is not repeated in the future.

Any decision to exclude a person from the organisation due to discriminatory or harassing behaviour will be made with reference to the BSA codes of conduct. BSA will support people who feel they have been harassed or discriminated against, and will not victimise or treat them less well because they have raised this.

Targets

BSA will set, review and report on targets, agreed at Trustee level, to improve aspects of equity, diversity and inclusion.

There will be a minimum of three targets: short, medium and long term. These will be reviewed on an annual basis with a report on progress posted on the BSA website at the end of the year. The report will indicate where targets have been met and, where not met, reasons for their being missed or delayed.

2025	Target	Timescale
Short term	Display an agreed statement of welcome for all visitors to BSA.	March 2025
Medium term	Carry out a survey of visitors to gallery exhibitions to gather data on which to base future targets.	September 2025
Long term	Upgrade the lift to the upper floor and main gallery.	Within two years

This policy will be reviewed on an annual basis with new targets set.