

## **Equal Opportunities Policy**

2023/2024

Nonplace Collective is committed to equal opportunities policy and practice and will ensure that all stakeholders and participants both actual and potential, are treated equally and as individuals regardless of age, disability, ethnic or national origin, gender, marital or parental status, political belief, race, religion or sexual orientation.

In implementing this policy Nonplace Collective will take account of all legislation relating to Equal opportunities.

This equal opportunities policy will be implemented across all aspects of the organisation's work.

Nonplace Collective will aim to ensure that the Directors of the organisation and participating artists are representative of the community and users which it serves.

The Directors be responsible for ensuring that the equal opportunities policy is properly implemented, monitored and reviewed. The directors and participating artists will aim to undertake equal opportunities training where needed.

Nonplace Collective will ensure that no applicant, or volunteer receives less favourable treatment than another on grounds of age, disability, ethnic origin, marital or parental status, political belief, religion, gender or sexual orientation. Nonplace Collective is committed to undertaking open recruitment and selection procedures and wherever possible all call outs for artists will be advertised and fair and equitable shortlisting and selection processes will be followed.

Artists and volunteers working with the organisation will be informed of the equal opportunities policy and receive training on equal opportunities issues as appropriate.

Nonplace Collective will also ensure that the changing and developing needs of artists and volunteers are recognised and appropriate adjustments made to working conditions and/or training provided.

Nonplace Collective operates disciplinary, grievance or complaints procedures which all stakeholders will be appraised of. Behaviour or actions against the spirit and /or letter of the equal opportunity laws, on which this policy is based, will be considered serious and support and advice will be given.

Nonplace Collective aims to make its activities 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 are accessible to disabled people,

providing facilities for disabled people to enable them to participate fully in activities

e.g. induction loop, interpreters,

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.