

Creating social inclusion, inspiring artistic ambition and providing a resource for the wider community

## Name of Policy Equal opportunities

<b>Signed: Paul Jays</b>	<b>Date:23/08/21</b>
<b>Chair of Trustees Celf o Gwmpas</b>	<b>Review date: September 2022</b>

### Statement of intent;

Celf o Gwmpas is committed to ensuring equality of opportunity for all. We share the Arts Council of Wales vision for ‘a creative Wales where the arts are central to the life and well-being of the nation, making our county an exciting and vibrant place to live, work and visit. This means recognising the cultural entitlement and creative needs of all individuals and communities across Wales.’

Celf o Gwmpas recognises the specific legal responsibilities for the public sector in Wales to support and help progress its equalities work. The general duties that are an integral and important part of the mechanisms for ensuring the fulfilment of the aims of the Equality Act 2010 include having due regard to the need to:

1. eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Act
2. advance equality of opportunity between people who share a relevant protected characteristic and those who do not
3. foster good relations between people who share a protected characteristic and those who do not.

Celf o Gwmpas intends to both meet and exceed these legal requirements. Our ambition is to be an arts organisation that sets a high standard in its practice recognising, valuing and celebrating diversity, breaking down barriers and working to continuously improve areas where data and statistics show areas of weaknesses.

## **Responsibilities:**

- 1. Trustee responsibilities:** The overall and final responsibility for implementing , monitoring and reviewing this policy rests with the Celf o Gwmpas Board of Trustees.
- 2. Staff responsibilities:** Celf o Gwmpas staff have responsibility in making sure that they are aware of the legal responsibilities set out in the statement of intent and are not only compliant with the Equalities Act when carrying out their work but also supportive in creating an organisational culture where diversity is celebrated. This includes taking an active part in working on the objectives set in the action plan. While volunteers and freelance members of staff will not be responsible for implementing the action plan, all staff will have the responsibility of working together to make Celf o Gwmpas a lead organisation, setting high standards for other arts organisations locally and nationally.
- 3. Responsibilities workshop attendees and all who use Celf o Gwmpas buildings:** All who enter Celf o Gwmpas buildings or take part in workshops must have respect for others and help to eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Act.

## **Celf o Gwmpas Strategic Equality objectives**

- 1. Engage, consult and inform with artists and the community we aim to reach and in so doing, challenge and question our knowledge and experience**
- 2. Develop a workforce that reflect the diversity of Wales.**
- 3. Work to ensure fair and equal career opportunities, terms and conditions, CPD and pay for all those working for Celf o Gwmpas**
- 4. Increase the diversity of those engaging with the arts at workshops and events.**

## **Arrangements and procedures:**

See Equality action plan – appendix 1

## **Awareness raising and training**

- Equality of opportunity (EO) statement and responsibilities to be included in Staff handbook and during induction training
- EO information to be displayed in entrance area of Centre Celf
- EO information and responsibilities to be included in hirers responsibilities
- Further EO CPD resources and opportunities to be identified, costed and provided