

Equality, diversity and inclusion policy

TGDC is committed to encouraging equality, diversity and inclusion among our workforce, and eliminating unlawful discrimination.

This organisation will meet its obligations under the Equality Act 2010 and other relevant legislation, as well as seeking to follow best practice guidance.

We aim for our workforce, including independent contractors, to feel respected and able to give their best.

Our workforce should be representative of our communities and all sections of society.

TGDC aims for our audiences, participants and customers to reflect the diversity of our communities and society, and will work to promote access, reduce inequality and prevent discrimination.

In creating and sharing art, training and educating, providing services and facilities, and working with others in the arts and the public more broadly, we are committed to preventing discrimination in any sphere.

Purpose

1. Provide equality, fairness and respect for our workers, employees and self-employed contractors.
2. Not unlawfully discriminate because of the Equality Act 2010 protected characteristics of:
 - age
 - disability
 - gender reassignment
 - marriage and civil partnership
 - pregnancy and maternity
 - race (including colour, nationality, and ethnic or national origin)
 - religion or belief
 - sex
 - sexual orientation
3. Oppose and avoid all forms of unlawful discrimination.



Our commitments

The organisation commits to:

1. Encourage equality, diversity and inclusion in the workplace as they are good practice, enable creativity and make business sense

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2. Create a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff are recognised and valued.

This commitment includes training managers and all other employees about their rights and responsibilities under the equality, diversity and inclusion policy.

Responsibilities include staff conducting themselves to help the organisation provide equal opportunities in employment, and prevent bullying, harassment, victimisation and unlawful discrimination.

All staff should understand they, as well as their employer, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their employment, against fellow employees, customers, suppliers and the public.

3. Take serious complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, customers, suppliers, visitors, the public and any others in the course of the organisation's work activities.

Such acts will be dealt with as misconduct under the organisation's grievance and/or disciplinary procedures, and appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to dismissal without notice.

Further, sexual harassment may amount to both an employment rights matter and a criminal matter, such as in sexual assault allegations. In addition, harassment under the Protection from Harassment Act 1997 – which is not limited to circumstances where harassment relates to a protected characteristic – is a criminal offence.

4. Make opportunities for training, development and progress available to all staff, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the organisation.

5. Make decisions concerning staff being based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act).



6. Review employment practices and procedures when necessary to ensure fairness, and update them and the policy to take account of changes in the law.

7. Monitor the make-up of the workforce regarding information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability in

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encouraging equality, diversity and inclusion, and in meeting the aims and commitments set out in the equality, diversity and inclusion policy.

Agreement to follow this policy

The equality, diversity and inclusion policy is fully supported by senior management and has been agreed with recognised trade unions.

