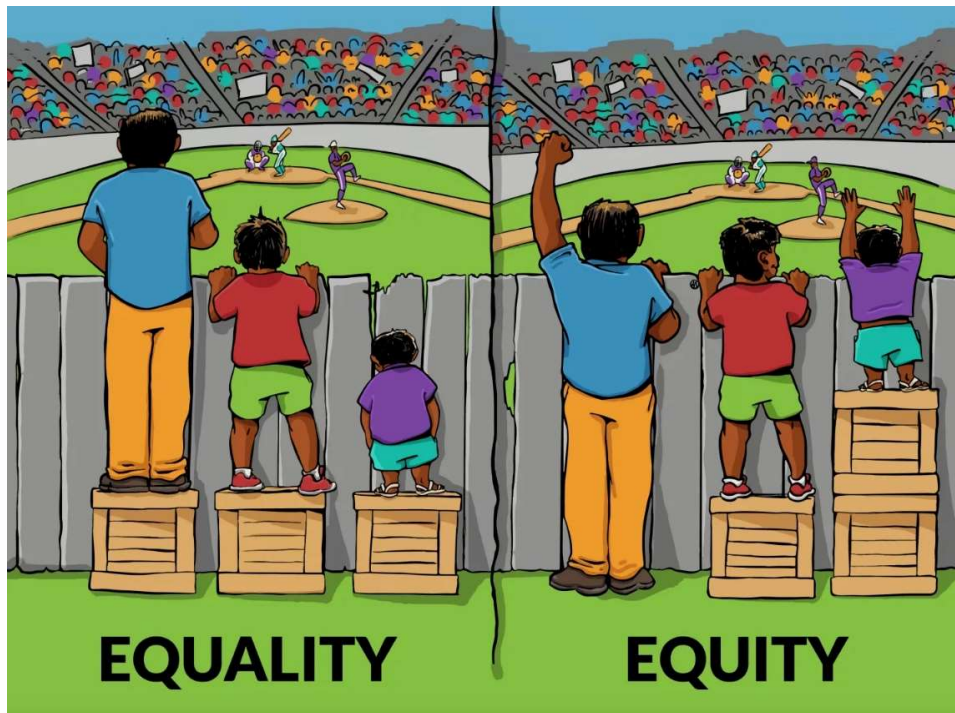


### Equality Policy

Issue	Date	Responsibility
1	1 <sup>st</sup> Apr 2009	Richard Clark
2	26 <sup>th</sup> Jun 2013	Richard Clark
3	17 <sup>th</sup> Dec 2014	Richard Clark
4	4 <sup>th</sup> Jan 2016	Karen Birch
5	3 <sup>rd</sup> Jan 2017	Nick Owen
6	6 <sup>th</sup> Jan 2018	Nick Owen
7	7 <sup>th</sup> Oct 2019	Emily Bowman
8	4 January 2021	Nick Owen
9	28 <sup>th</sup> July 2021	Nick Owen
10	27 <sup>th</sup> July 2022	Nick Owen
11	25 <sup>th</sup> October 2023	Caroline Frankland



## Equality and Equity Policy

The Mighty Creatives' (TMC) vision is a world where all children and young people will harness the power of arts, creativity and culture in order to transform themselves, their communities and their futures.

TMC values diversity and is fully committed to promoting equality and equity of opportunity.

We adopt The Equality and Human Rights Commission description of Equality as:

*“Ensuring that every individual has an equal opportunity to make the most of their lives and talents.”*

Equality means ensuring that everyone has the same opportunities and receives the same treatment and support.

Whilst Equality is necessary for a just society, it is not sufficient in itself. TMC therefore argues for Equity of Opportunity: giving people what they need, in order to make things fair, proportionate to their own circumstances, in order to ensure that everyone has the same opportunities.

Whilst both equality and equity promote fairness, equality achieves this through treating everyone the same regardless of need, while equity achieves this through treating people differently dependent on need: the principle of proportionate universalism.

The Mighty Creatives is committed to encouraging equality, equity and diversity among our workforce and eliminating unlawful discrimination.

The aim is for our workforce to be truly representative of all sections of society and our customers, and for each employee to feel respected and able to give their best.

### **Our Diversity Statement:**

*We strive to continuously reflect on our day-to-day activities, beliefs and values in order to challenge stereotypes and assumptions and strive to place cultural diversity at the heart our work. We aim to recognise and challenge our own power and privilege but we know we have to do better for the communities we serve. We commit to listening, learning and taking action.*

*We use critical thinking and imagination in our planning, evaluation, reporting and performance management processes. This practice helps us to take more risks and challenge our own and the sector's perceptions. As part of this, we are committed to*

*co-production, and to championing and listening to the voices of children and young people.*

*Recent global events and protests are generating questions from children and young people specifically about racism. We see these conversations as opportunities to seek understanding, to explore themes relevant to our lives and for children and young people to learn about themselves and the world they live in. We stand in solidarity with the Black Lives Matter Campaign and all marginalised communities across the world and will use our voice to speak out against injustice.*

The policy's purpose is to:

- Provide equality, equity, fairness and respect for all in our employment, whether temporary, part-time or full-time.
- Not unlawfully discriminate on grounds 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 (gender) and sexual orientation (the Equality Act 2010 protected characteristics).
- Oppose and avoid all forms of unlawful discrimination. This includes pay and benefits, terms and conditions of employment, dealing with grievances and discipline, dismissal, redundancy, leave for parents, requests for flexible working, and selection for employment, promotion, training or other developmental opportunities.

We have had an equal opportunities policy since we launched in April 2009 and have sought to implement this throughout our work. This version of the policy makes our commitment to equity through Proportionate Universalism more explicit.

With regard to our unique role in the region, we understand the importance and potential of using our commitment to equality, equity and diversity. These commitments are central to TMC's work as a creative catalyst in children's communities and will, in turn, help children and young people create a better world for themselves and others.

### **Our equality impacts**

We understand that TMC operates in an environment of statutory regulation including (but not limited to) the Equalities Act 2010. We aim to align our policy with some of the key outcomes outlined below:

- Removing or minimising disadvantages suffered by people due to their protected characteristics.
- Taking steps to meet the needs of people from protected groups where these are different from the needs of other people.
- Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

We recognise that our organisation has a wider role to play in representing, promoting, developing and supporting the broadest range of people in our society through our programmes, policies and practice & partnerships.

We understand that our commitment to equality and equity of opportunity and diversity can be most readily identified and measured in the following areas of our work:

- **Strategic business planning, leadership and communications**
  - annual reports and performance indicators to assess the effectiveness of the Equality and Equity Policy will be provided.
- **Governance, board membership and participation**
  - TMC will strive to reflect in our board the diversity of the communities within which we work.
- **Staff and volunteer recruitment and development**
  - TMC will adhere to declared selection and recruitment procedures and to the effective monitoring of recruitment, selection, grievances and complaints procedures.
  - TMC will establish support mechanisms for staff who are the subject of discrimination or sexual/racial harassment.
  - It is a condition of employment at TMC that staff adhere to this policy.
- **Programme and service design**
  - TMC will make every effort to ensure that the structures, services, physical environment and buildings reflect the needs of all members of the community.
- **Partnerships and collaborations (including procurement).**
  - TMC will make every effort to ensure that traders, contractors, Companies, organisations or individuals who interact with the charity are aware of this policy and adhere to their contractual requirements.

These areas of impact therefore form the basis of our **Equality and Equity Action Plan** published separately.

### **Our commitments**

TMC endorses the statutory obligations required by legislation, best practice codes and expectations of our funders, staff, participants and partners in the areas of sex, sexual orientation, gender reassignment, marital or civil partnership status, pregnancy or maternity, race, ethnic origin, nationality, socio-economic status, religion or belief, disability or age.

We are committed to providing a working environment in which all of our people are able to realise their full potential and to contribute to the charity's success. We are working towards best practice recruitment based on equal opportunities in order to diversify our paid and volunteer workforce and boards and pursue workplace practices, policies and procedures that enable all TMC to thrive.

We will actively create a culture of inclusion across our programmes and services. We will collaborate with the communities we work with to celebrate the talents of all the people and

make a positive impact. We will challenge discrimination and prejudice where we find it. We will actively identify, champion and share good practice.

We are committed to doing this as we see that it will improve benefits to participants, deliver better quality of services and improve the effectiveness of our organisation.

We will 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.

Employment practices and procedures will be reviewed when necessary to ensure fairness, and also update them and the policy to take account of changes in the law.

### **Monitoring**

We are committed to monitoring this policy to assess its effectiveness, the extent to which objectives are being met and the action which needs to be taken. Key objectives, KPIs and intended outputs are included in the accompanying action plan.

### **Complaints & Grievances**

TMC will take seriously 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 any 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.

Any member of staff, volunteer, participant or external stakeholder who has a problem or concern relating to an equality or equity issue within the framework of this policy should raise it with the Chief Executive in the first instance. Contact details available on our website.

### **Responsibilities**

The implementation of our equality and equity policy is overseen by the Board of Trustees. The policy and action plan is reviewed annually by the Board and updated by management.

All members of TMC – both staff and volunteers – will play an active role in implementing, monitoring and reporting progress.