



Credition Arts Centre Equal Opportunities Policy

Background

The Credition Arts Centre is a venue for small scale touring theatre and dance. The Centre provides workshops and courses in drama, dance, visual arts and crafts. The Centre is available for hire as a venue for music, movement, performance and rehearsals.

These activities take place at our Credition Centre but also we outreach to schools and other community venues. In particular we run community based events in various locations in and around Credition.

This policy has been established in consultation with the Trustees, Management Committee, volunteers and employees of the Credition Arts Centre. Credition Arts Centre is committed to creating the best possible conditions to enable all users of the Centre to fulfil their potential and are free to be creative. We aim to demonstrate a caring, respectful attitude towards all employees, committee members and users of our facilities and to promote good working relationships. Promoting equal opportunities is an integral part and practice of all activity carried out in the name of Credition Arts Centre. A copy of this document is available to all employees and volunteers using the Centre

This policy is linked to our Child Protection Policy.

Statement of Intent

Credition Arts Centre aims to treat everyone equally. We will not tolerate unfair or unlawful discrimination on the grounds of age, class, disability, gender, political opinion, race, religion or sexual orientation or any other irrelevant distinction. We do not countenance any form of physical violence or abuse, verbal insults or destructive criticism. The Credition Arts Centre encourages respect for other peoples' background, appearance, personality, abilities, opinions and preferences.

The Credition Arts Centre expects all those involved with the organisation - from staff, to Trustees, to users and participants to partake in fully and act in accordance with this policy.

Organisational Objectives on Equal Opportunities

* We will aim to offer a broad range of services that are equally open to all as well as providing opportunities for those with special needs.



* We aim to market our courses and services to ensure the greatest possible information and accessibility. We will include Equal opportunities practice within our marketing plan.

* We aim to exhibit and perform work produced in the Centre in ways and in venues that provide the greatest levels of accessibility.

*We will endeavour to promote wider representation on our Council of Management to better reflect the interests of our users.

*We aim to encourage more participation from lower income groups in and around Credition. To do this we will seek funding to offer assisted places.

*We aim to provide 'Equal Opportunities' training for our staff and core volunteers on a periodic basis to ensure they are fully informed of current developments and best practice.

*We will endeavour to improve the access to our current building and facilities. In seeking any new premises we will have full regard to accessibility.

Procedures for dealing with complaints of discrimination.

If you feel you are being discriminated against in any dealings with Credition Arts Centre, do not feel that you have to tolerate the situation. In the event of a complaint of discrimination you should contact verbally or in writing, either a member of staff or a member of our Council of Management whoever you feel safest to confide in. Confidential contact can be made with any member of staff or Trustee via the Arts Centre address.

The contact will support you by listening and discussing ways to resolve the problem. This will be confidential although the contact will take a written note of any discussion. Once you have discussed the problem an agreed strategy for dealing with it will be produced within 5 working days. This could include:-

Accompanying you to talk with the discriminating party.

Mediation between both parties.

Talking with the discriminating party with a view to solving the problem.

If the alleged discriminating party is an Arts Centre member of staff or Trustee and the above methods do not achieve resolution then a special meeting of the Council of Management will be called to decide upon a course of action. Their decision will be handed down in writing to the disputing parties.



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