

Equality at Under the Edge Arts

Public Sector Equality Duty is a legal duty in the Equality Act 2010 that applies to most public and community and to the self employed and to volunteers as a result of the 2015 revisions to the Act.

Under the Edge Arts aims to uphold the principles of the Equality Act 2010 by promoting fairness and integrity in all areas of its operation including:

- ◆ employment practices
- ◆ organisational practices
- ◆ arts activities

UTEA will take all reasonable measures to ensure that:

- all those associated with the arts centre are treated sympathetically, with respect and without unlawful discrimination
- those who work or apply to work at or on behalf of UTEA will be afforded equal opportunity according to the principles of the Equality Act 2010. This commitment applies to all areas of the employment process including recruitment, training, promotion, pay, discipline, grievance, termination. In particular UTEA undertakes to challenge any discriminatory behaviours including those based on: age, disability, ethnicity, gender, race, nationality, political belief, religion or sexual orientation, gender reassignment, pregnancy, maternity,
- bullying and harassment or any other behaviours that may constitute unfair or harmful treatment will not be tolerated and immediate action will be taken
- where a complaint relating to any of the above is lodged it will be dealt with swiftly and effectively by a representative of the Board, putting the needs of the complainant at the centre of the process
- its employees and volunteers set an appropriate behavioural example in relation to the above

This policy is framed by all current equality legislation and will be regularly updated.