

GARY CLARKE COMPANY

— Equality, Equity, Diversity and Inclusion Policy

Statement of Policy

Gary Clarke Company is committed to encouraging equality, equity, diversity and inclusion throughout its core team, board, creative collaborators, partners, participants and audiences. Equality, Equity, Diversity and Inclusion (EEDI) are championed at board level by the Chair of the Board.

Gary Clarke Company is guided by an inclusive Mission, Values and Aims, see 2. About Gary Clarke Company – Vision, Mission, Values and Aims. In line with our values, we aim to make our organisation more representative of the communities we serve and for people who work and engage with us to feel respected, able to give their best, and be supported to thrive and grow.

Gary Clarke Company is committed to making the wider arts sector a more representative and inclusive sector for people to flourish in. By 2027, we aim to be recognised as a model of good practice for our engagement of marginalised people in the research, co-creation, performance, and evaluation of our shows. More people with intersectional identities will have shared their stories in our live and digital work and will be represented on our board and in our team.

We will work with our partners to ensure that no member of the public experiences discrimination in accessing or attending any of our shows or participatory projects.

This policy should be read in conjunction with GCC's Code of Ethics, Conduct and Behaviour, Dignity and Respect at Work Policy, and Grievance and Disciplinary Policies.

This policy will be reviewed annually.

Definitions

The policy uses the terms Equality, Equity, Diversity and Inclusion (EEDI) interchangeably, demonstrating our understanding of what must be done to achieve our aim to make our company, and the wider arts sector, more representative and inclusive.

Our definition of each component of EEDI is based on good practice outlined by the Chartered Institute of Personnel and Development (CiPD).

Diversity refers to demographic characteristics and differences of a group – often at team or organisational level. These are listed below. Sometimes, diversity also references non-protected characteristics such as class.

Equality means equal rights and opportunities are afforded to all. The UK's Equality Act 2010 and subsequent revisions, protects those with protected characteristics from direct and indirect discrimination in the workplace and wider society.

Equity recognises that treating everyone equally has shortcomings when the playing field is not level. An equity approach emphasises that people should not always be treated the same, rather that they are treated according to their own situation and circumstances. This is consistent with

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GCC's aims to develop opportunities for working class people through its programme of work.

Inclusion is often defined as the extent to which everyone at work, regardless of their background, identity or circumstance, feels valued, accepted and supported to succeed.

Purpose of Policy

The purpose of this policy is to:

- *Celebrate diversity and support Gary Clarke Company to become as representative as it can of the local and national population*
- *Provide equity, fairness, and respect for all in our employment, whether temporary, part-time or full-time*
- *Not unlawfully discriminate against anyone who falls into the following protected characteristics, in accordance with the Worker Protection (Amendment of Equality Act 2010) Act 2023:*
 - *age*
 - *disability*
 - *gender reassignment*
 - *marriage or civil partnership*
 - *pregnancy and maternity*
 - *race (including colour, nationality, and ethnic or national origin)*
 - *religion or belief*
 - *sex*
 - *sexual orientation*
- *Oppose and avoid all forms of unlawful discrimination. This includes in:*
 - *pay and benefits*
 - *terms and conditions of employment*
 - *dealing with grievances and discipline*
 - *dismissal*
 - *redundancy*
 - *leave for parents*
 - *requests for flexible working*
 - *selection for employment, promotion, training, or other developmental opportunities*

Gary Clarke Company commits to

1. Creating 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, freelancers and participants are recognised and valued.

This commitment includes ensuring employees and freelancers understand their rights and responsibilities under this policy as part of their induction. Responsibilities include employees and freelancers behaving in such a way as to contribute to the inclusive and non-discriminatory culture at GCC.

Through our induction process, all staff and freelancers will understand that they, as well as GCC, 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.

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2. 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, see Grievance and Disciplinary policies, 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 and Protection of Freedoms Act 2012 – which is not limited to circumstances where harassment relates to a protected characteristic – is a criminal offence.

Our board of trustees will review any such complaint to ensure that appropriate action is taken, and that policies and procedures are reviewed in the light of any lessons learnt.

3. Make opportunities for training, development and progress available to all staff and freelancers, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to achieve GCC's ambitions.

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

5. Monitor the make-up of the workforce regarding information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality, equity, diversity and inclusion, and in meeting the aims and commitments set out in the equality, equity, diversity and inclusion policy.

Monitoring will also include assessing how the equality, equity, diversity and inclusion policy, and any supporting action plan, are working in practice, reviewing them annually, and considering and taking action to address any issues.

Every year GCC will agree objectives in line with its EEDI policy and measure progress against these objectives.

Measures we will implement to help achieve our objectives:

- *Ensure all trustees and staff are briefed to understand and act in accordance with our EEDI policy.*
- *Carry out an annual training needs analysis across board and staff to identify gaps in knowledge and understanding to support and develop our EEDI policy, especially in relation to discrimination law, bullying, harassment laws.*
- *Encourage board and staff to come up with different ideas, raise issues and bring suggestions to the team to help further develop GCC's EEDI.*
- *Identify and provide relevant training for board and staff, as required.*
- *Gather perceptions from our peers, members of our local community, participants, and audiences about our organisation through audience surveys and feedback, to inform our annual EEDI policy review.*

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- *Review, adapt and update our behaviours and language, in line with best practice in the arts sector, to ensure that we continue to reflect and meet the needs of people who are underrepresented in it.*
- *Review rates of pay, terms and conditions annually in line with industry rates and standards, and legislation.*
- *Allow for flexible working, for those with caring commitments, different working patterns, religious beliefs and practice.*