



## **NYMAZ Equality and Diversity statement**

NYMAZ seeks to promote equality and diversity as fundamental to all its activities, its governance and to the way in which it treats participants, staff and artists.

NYMAZ strategies and actions are underpinned by a commitment to fairness for all.

NYMAZ believes that diversity enriches its artistic portfolio, enhances the skills base of its staff and artists, and contributes fresh ideas and perceptions to its development.

We aim to remove any barriers, bias or discrimination that prevent individuals or groups from realising their potential and contributing fully to our organisation's aims and to develop an organisational culture that positively values diversity.

NYMAZ will promote the following basic rights for everyone associated with it:

- to be treated with respect and dignity
- to be treated fairly at all times regardless of age, colour, disability, ethnic or national origins, gender reassignment, marital status, nationality, religion and belief, sex or sexual orientation, and with consideration of needs for flexible hours and work patterns.

NYMAZ recognises that many people in our society experience discrimination. Discrimination is acting unfairly against a group or individual through for example exclusion, verbal comment, denigration, harassment, victimisation, a failure to appreciate needs or the assumption of such needs without consultation.

All forms of discrimination are unacceptable, regardless of whether there was any intention to discriminate or not. Staff and volunteers have a duty to co-operate with NYMAZ to ensure that this policy is effective in ensuring equal opportunities and in preventing discrimination.

NYMAZ values and relies on the diversity of its trustees, staff, artists and participants for a rich and changing cultural and social context. NYMAZ will update its policy and practice based on developments in the make-up of society and any new forms of discrimination and injustice that may arise.

Protection from unlawful discrimination is provided by the Equality Act (2010) in relation to the following protected characteristics:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion and belief
- sex
- sexual orientation

This policy is fully supported by the Board of NYMAZ and was last reviewed in December 2018.

## **Implementation**

The Board of NYMAZ has overall responsibility for the effective operation of this policy. However, all staff, volunteers and artists have a duty as part of their involvement with NYMAZ to do everything they can to ensure that the policy works in practice.

NYMAZ has drawn up an Action Plan detailing how it will deliver this policy.

Each staff member, volunteer, artist or Board member is responsible for their own compliance with this policy. Breaches of the Equality and Diversity Policy will be regarded as misconduct and could lead to disciplinary action against employees, appropriate action against a member of the Board or withdrawal of volunteer agreements.

NYMAZ will ensure that all new employees, volunteers, artists and Board members will receive induction on the policy and action plan and that partners will be fully informed.

Appropriate training and guidance will be provided as required to develop equality and diversity within the organisation.

## **Monitoring and review**

It is the responsibility of the Board to monitor effectiveness, and to review and develop the policy where necessary

We will establish appropriate information and monitoring systems to assist the effective implementation of our equal opportunities policy. The effectiveness of the equal opportunities policy will be reviewed annually and action taken as necessary.

This policy was last reviewed by the Board in December 2018.



## PRIORITIES FOR ACTION

It was agreed by the Board of NYMAZ that the following areas are our current priorities for action.

These priorities will be reviewed by the Board of NYMAZ twice each year.

Area of Activity	Actions	Responsibility	Target outcomes
Services	<ul style="list-style-type: none"> <li>• Broaden and increase contacts and partnerships</li> <li>• Support artists and partners in developing inclusive practice</li> </ul>	Directors, Board members Director	<ul style="list-style-type: none"> <li>• Diverse participants, audiences and settings</li> <li>• Participatory and inclusive events and activities</li> </ul>
Employment	<p><u>Artists</u></p> <ul style="list-style-type: none"> <li>• Review artist recruitment policy and procedures</li> <li>• Recruit artists from a wide range of backgrounds</li> <li>• Collect E&amp;D data about artists contracted</li> </ul> <p><u>Staff</u></p> <ul style="list-style-type: none"> <li>• Review staff recruitment policy and procedures</li> <li>• Recruit and select staff in a transparent and fair way</li> </ul>	Board  Director Partners  Partners  Board  Board	<ul style="list-style-type: none"> <li>• Robust, inclusive recruitment policy and procedures</li> <li>• Fair and open recruitment</li> <li>• Robust, inclusive recruitment policy and procedures</li> <li>• Broad and fair recruitment mindful of access, equality and representation in</li> </ul>

	<ul style="list-style-type: none"> <li>• Promote and sustain an inclusive and supportive work environment</li> <li>• Treat part-time and volunteer staff fairly and equally</li> <li>• Ensure all staff, Board members and volunteers are informed and active in supporting NYMAZ's diversity</li> </ul>	<p>Board, staff, volunteers</p> <p>Board, staff, volunteers</p> <p>Board, staff, volunteers</p>	<p>appointments and progressions</p> <ul style="list-style-type: none"> <li>• Selection from a wide and representative pool of candidates</li> <li>• Diverse candidates access volunteer and part-time opportunities</li> <li>• Good practice in equality and diversity is reflected and strengthened through NYMAZ's governance &amp; policies.</li> </ul>
Community Engagement	<ul style="list-style-type: none"> <li>• Improve and broaden participant involvement and feedback</li> <li>• Support Partners in developing youth voice.</li> <li>• Consult with higher numbers of young people through Ambassadors programme</li> </ul>	Board, staff, partners	<ul style="list-style-type: none"> <li>• Participants and stakeholders more engaged in decision-making processes and empowered to support the development of new activities</li> </ul>
Improving Capacity	<ul style="list-style-type: none"> <li>• Appoint a named person responsible for keeping diversity issues on NYMAZ's agendas and updating its staff, partners, artists and Board Members Requires action?</li> <li>• Increasing the size of the board by special resolution</li> </ul>	<p>Board</p> <p>Board</p>	<ul style="list-style-type: none"> <li>• Well-informed staff, artists, partners and Board members, contributing to improved diversity in delivery and practice</li> <li>• Greater flexibility in appointing more trustees who are representative of</li> </ul>

	<p>from max 10 trustees to max 14 trustees</p> <ul style="list-style-type: none"> <li>• Recruit one young Trustee (under 25 years old) during 2018-19</li> <li>• Review training needs of staff, volunteers, partners and Board members to ensure training and information maintains and improves familiarity and practice</li> <li>• Hold E&amp;D training for Trustees and staff in 2018-19, for example focusing on unconscious bias</li> </ul>	<p>Board</p> <p>Board, staff</p> <p>Board, staff</p>	<p>the communities that NYMAZ serves</p> <ul style="list-style-type: none"> <li>• Diversity and equality approaches in NYMAZ are based on legal requirements and best practice</li> </ul>
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## Definitions

*Equality* is understood to be

- about creating a fairer society where everyone can participate and have the opportunity to fulfill their potential
- about removing or reducing all forms of unfair discrimination and has been underpinned by legislation
- about breaking down barriers for people in particular groups such as black and minority ethnic communities, disabled people, gay men/lesbian/bisexual/ transgender people, younger and older people, people from different religious and faith backgrounds, and men and women.

*Diversity* is:

- about including everyone
- valuing differences
- harnessing differences in individuals to the benefit of both the individual and the community
- having a better understanding of the diverse needs of our audiences, employees and community

*Direct Discrimination* is when you treat someone less favourably than others for unlawful means, for example not employing someone because of their gender or disability.

*Indirect Discrimination* is when an employer has a policy, practice or procedure that applies to everyone but might disadvantage a particular group, and which cannot be justified in relation to the job.

*Harassment* is unwanted conduct that violates a person's dignity or creates an intimidating, hostile, degrading, humiliating or offensive working environment.

*Victimisation* is when you treat someone less favourably or discriminate against them because they have pursued or intend to pursue their rights relating to alleged discrimination.

*Positive discrimination* is unlawful.

*Positive action* to address imbalances in the workforce is allowed in particular circumstances. Examples would include:

- setting equality targets;
- encouraging people from particular groups to apply where they are under-represented;
- training for promotion or skill training for employees from under-represented groups who show potential.