

Estarartistics Academy CIC

Equality and Diversity Policy (Equal Opportunities)

Aims

- Estarartistics Academy CIC recognises that in our society power is not held equally and that groups and individuals have been and continue to be discriminated against on many grounds including, for example, race, sex, age, disability, sexual orientation, class, religion, marital status and where they live.
 - Estarartistics Academy CIC also recognises that where direct or indirect discrimination occurs within Estarartistics Academy CIC, it is both morally and legally unacceptable.
 - The purpose of the Equality and Diversity Policy is to set out clearly and fully the positive action Estarartistics Academy CIC intends to take to combat direct and indirect discrimination in the organisation, in the services it provides and in its relationships with other bodies.
 - In adopting this Equality and Diversity Policy, Estarartistics Academy CIC is also making an unequivocal commitment to implementing it, so as to ensure that equal opportunity becomes a reality.
 - **Code of Practice**
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- Estarartistics Academy CIC provides activities, guidance and assistance for add details .The group will take action to ensure that group activities and events are open and welcoming to everybody entitled to become a member.
 - We aim to make our meetings and events accessible to people with disabilities – e.g. provide transport, meet in accessible premises, provide sign language interpreters when necessary and produce information in large print.
 - We provide interpreters in name languages if this applies at all our activities and meetings so everyone can participate.
 - We aim to use local training opportunities to help our committee and members better understand how discrimination occurs and how to prevent it.
 - We organise regular women only meetings and activities, to support women to play a full and equal role in the group.
 - All members of Estarartistics Academy CIC will have the Equality and Diversity Policy explained to them, and will undertake to comply with and implement this policy.
 - Members who have experienced discrimination can make complaints to theco-ordinator, who is present at all weekly meetings. If the co-ordinator is unable to resolve the complaint, it will be referred to the Management Committee.

Code of Conduct

- People will be treated with dignity and respect regardless of race, nationality, gender, sexual orientation, gender reassignment, disability and/or age.
- At all times people's feelings will be valued and respected. Language or humour that people find offensive will not be used, e.g. sexist or racist jokes or terminology which is derogatory to someone with a disability.
- No one will be harassed, abused or intimidated on the ground of his or her race, nationality, gender, sexual orientation, gender reassignment, disability or age. Incidents of harassment will be taken seriously.

Dealing with Complaints

- The Management Committee will take complaints of discrimination and harassment very seriously.
- They will investigate them thoroughly, and provide opportunities for the person making the complaint to speak in a safe environment about their experience.
- If the complaint is against a particular individual, the committee will hear their point of view.
- The Committee will decide the action to take based on the principle of ensuring the continued inclusion and safety of any member who has experienced discrimination or harassment.
- Any decision to terminate someone's membership will be made in line with the rules set out in the constitution.

Review

This policy will be reviewed every 2 years

Signed: E.Royer

Date: 17th February 2026

