



## **Crescent Arts Equal Opportunities Statement of Intent 2019**

Crescent Arts is committed to equality of opportunity and inclusion, and to positive action to promote this. Crescent Arts is opposed to discrimination or unfavourable treatment, with particular regard to the 'protected characteristics' in the Equality Act of 2010 and Equality Duty 2011, on the basis of gender including gender reassignment, marital status including civil partnerships, sexual orientation, pregnancy and maternity, religion and belief, political opinion, ethnicity/race, work pattern, age, disability, HIV/AIDS status, class, socio-economic background, spent convictions, trade union activity or membership, having or not having dependants, or any other irrelevant grounds.

Crescent Arts aims to ensure that there is no unjustified discrimination in the recruitment, retention, training, development or treatment of staff, members, practitioners, clients, partners and participants. Crescent Arts requires that all those involved in its activities, whether employed by the organisation or in any other capacity including voluntary participation, accept personal responsibility for practical application of this statement of equal opportunity and co-operate with Management to ensure that discrimination and harassment are prevented and eliminated. Employees may be required to attend equal opportunities training.

Crescent Arts seeks to continue to develop a working environment based on each person's fundamental right to be treated with respect and dignity, and which contributes to providing the best possible services to existing and potential clients, participants and stakeholders. Crescent Arts is committed to raising awareness of equal opportunities issues through appropriate training, guidance and circulation of this statement which will be made available to all members, employees, licensees, interviewees and any other relevant parties. Crescent Arts seeks to communicate and apply this policy to third parties that work with us such as artists, partners, clients, customers and suppliers. The current statement will be accessible on our website at all times.

Nothing in the Equal Opportunity Policy is intended to interfere with the legitimate freedom of artistic or intellectual expression, investigation or discussion. It is understood that there can sometimes be a fine line between what is acceptable and unacceptable and each case will be considered on its merit. We aim to progress our Equal Opportunity Policy through our Single Equality Action Plan and through a commitment to mainstreaming equality and diversity principles and practices. The overall responsibility for ensuring equality of opportunity lies with Crescent Arts Management Committee and its Director or designated Manager.