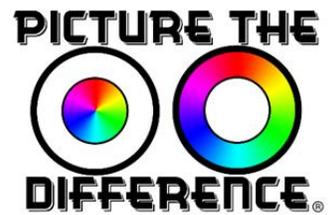


Picture The Difference: Equality and Diversity Policy



Adopted on: 25/03/2016 Reviewed annually
Reviewed: 15/03/2019 GK ZM
Next date: 15/03/2020

Vision: Using difference to picture a difference and to make difference.

Mission: Our mission is to offer those with additional needs high quality arts experiences, employability skills and qualifications. The aim is for participants to volunteer and share these skills in their community, through performance, through assisting in workshops and in devising and presenting their own creative enterprises. We co-design our community arts projects around participants' individual talents, as we recognise that employment for those with additional needs often requires a bespoke approach.

Core Values:

- **Place:** We provide a supportive community where everyone has a place and belongs.
- **Participation:** We believe that in order to feel valued everyone needs to contribute to their community.
- **Purpose:** All our creative projects are purposeful and promote self-worth, self-expression and positive mental health. We believe everyone has a purpose and a unique talent which we aim to nurture.

Picture the Difference wants to be the change it wishes to see in the world. As an additional needs arts organisation, we are passionate about giving our participants a voice and opportunities to engage and volunteer with the wider community to generate greater understanding of those with differences and to have an on-going dialogue around relevant themes that affect us all.

We promote the participation of all in society to develop and learn through the arts and create works that celebrate the diverse peoples that we live with. The company ensures all practices, staff and volunteers adhere to equality standards and fully embrace the diversity agenda. The company is committed in standards, practice and belief to equality of opportunity, participation and inclusion.

Staff and volunteers are expected to treat people from diverse backgrounds with respect and regard. Inclusion for across the diverse spectrum below is embraced by the company, in relation to:

Ethnicity and Race
Religious Belief
Sexual orientation
Gender
Age
Disability
Cultural Beliefs
Social status
Cognitive Ability

Picture the Difference is intent on advancing equality and diversity as key features within all its activities, as it believes this to be ethically right and socially responsible. Equality and diversity are essential factors that contribute to the development and learning standards as set out for the company. Diversity within the PtD staff and volunteers will be monitored through the completion of appropriate diversity questionnaires upon appointment to a particular role. Everyone will have the choice to not take part in this process. The anonymity of those completing the forms will be respected.

Commitment to equality and diversity

PtD believes that excellence will be achieved through recognising the value of every individual. We aim to create an environment that respects the diversity of staff and participants and enables them to achieve their full potential, to contribute fully, and to derive maximum benefit and enjoyment from their involvement with Picture the Difference.

To this end, the company acknowledges the following basic rights for all members and prospective members of its community:

- to be treated with respect and dignity
- to be treated fairly with regard to all procedures, assessments and choices
- to receive encouragement to reach their full potential
- to be free from discrimination
- to nominate their preferred name and gender

These rights carry with them responsibilities and the company requires all members of the community to recognise these rights and to act in accordance with them in all dealings with fellow members within the company. In addition, the company will comply with all relevant legislation and good practice.

No individual will be unjustifiably discriminated against. This includes, but not exclusively, on the basis of gender, race, nationality, ethnic or national origin, religious or political beliefs, disability, marital status, social background, family circumstance, sexual orientation, gender reassignment, spent criminal convictions, age or for any other reason.

Responsibility and Implementation

The Directors of Picture The Difference have ultimate responsibility to communicate the equality ethos and responsibilities to appropriate staff, participants and volunteers within the company. Picture the Difference recognises that all of its staff and participants have a duty to support and uphold the principles contained in its Equality and Diversity Policy and supporting policies. The commitment of all members of the company's community is required to make the Strategy a success.

Communication

The Equality and Diversity Policy is available to all staff/volunteers and participants of the company.

Complaints

Any complaint will be taken seriously and dealt with in a timely and sensitive manner, in accordance with the appropriate grievance and disciplinary procedure. We are also committed to reviewing our policy and good practice annually.