

Equal Opportunities Policy

1. Context

We aim to treat everyone equally and to ensure that no job applicant, employee, freelance worker, commissioned artist, volunteer or audience member is discriminated against on the grounds of a protected characteristic. The following are protected characteristics:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race (including colour, nationality, and ethnic or national origin); g) Religion or belief
- Sex
- Sexual orientation
- Socio/economic deprivation

We recognise that these characteristics often intersect, and that an individual may be vulnerable to discrimination across a number of areas.

2. Recruitment of staff, workers, volunteers, and artists

Recruitment is based upon an individual's education and training, relevant experience and knowledge, skills and abilities, personal qualities and capacity for development. We welcome alternative qualifications including life experience and work history in lieu of a traditional educational or academic background. We will not discriminate on the basis of gaps in someone's employment history, and recognise that these can result from class and socio-economic status, illness, caring responsibilities and other life events. Any job descriptions or artist call outs are advertised locally, regionally and nationally in a variety of formats, appearing where they can be accessed by a wide section of the population. Where possible, we offer alternative formats for application.

3. Monitoring

An Equal Opportunities Monitoring Form is supplied to all artists, volunteers and job applicants and returned to OSR Projects on a voluntary basis, providing valuable data to inform future activity and recruitment procedures.

4. Programme

OSR Projects aims to lead, develop and manage a range of high-quality arts projects, which are designed to engage with a diverse range of subject matter, relevant and resonating with different members of our community. We recruit and commission professional artists from diverse backgrounds to deliver the projects with and for people and participants. We consciously work with young people and participants of different ages, abilities and

socio-economic backgrounds in schools and non-formal educational settings throughout Somerset.

5. Retaining staff

This policy will be made available to all staff, workers, volunteers, artists and facilitators. Training needs are reviewed annually to ensure OSR Projects staff has relevant up-to-date training on developments within Equal Opportunities.

7. Marketing and publicity

Our visual marketing material includes images and text that comply with our Equal Opportunities Policy and is distributed across a wide variety of formats to ensure they are accessed by a wide range of people from all sections of the community. OSR Projects endeavours to include images representing a range of people.

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