

**WE BELIEVE
THAT
CREATIVITY
AND CULTURE
ARE BETTER
WHEN
EVERYONE IS
INCLUDED**

**Rainbow Dog and Sunflower
Bench, Angmering
Community Centre**

Public art designed by pupils as part of Arun Inspires. The design reflects the feelings, experiences and intentions of young people from Angmering. The rainbow and sunflower symbolise hope, and the dog means no one who sits there will be lonely.



**ANTI-DISCRIMINATION
CHARTER**



Imagine if... everyone – irrespective of ethnicity, background, wealth, identity and abilities – felt valued, heard and represented

This charter is a set of commitments and expectations that we are signing up to as individuals and as an organisation. It works alongside our Equalities Policy and Action Plan, where you'll find our latest SMART targets to keep pushing forwards with the change we want to see.

We believe that creativity and culture are better when everyone is included. We are committed to challenging and eliminating all discrimination in the work that we do, whether this occurs because of ethnicity, disability, neurodivergence, age, sex, religion and belief, sexual identity, gender identity, class, being pregnant or on parental leave, being married or in a civil partnership, or because of the expression of these characteristics and other individual identities or how these combine to create exclusion – intersectionality.

As an organisation, we recognise our privilege and influence. We use these to become proactive allies, to advocate for change in our own practice and work with partners and funders. When working with Artsworld everyone can expect to be treated equitably and without discrimination.

Our charter sets out what employees, Trustees, apprentices, programme partners, participants or consultants should expect when engaging with us. This is a living document which we will continue to use, refer to and update on an ongoing basis. If you feel that we aren't living up to this charter, please contact Louise Govier, our Chief Executive – louisegovier@artsworld.org.uk

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ANTI-DISCRIMINATION CHARTER



TO BRING THIS CHARTER TO LIFE, ALL INDIVIDUAL ARTSWORKERS ARE EXPECTED TO:

Be committed

- Use this charter as guiding principles for action, planning, and making decisions, no matter our position in the organisation.
- Demonstrate in our individual Appraisals how we are living this charter.
- Take responsibility to learn, self-educate and understand the challenges faced by people who experience discrimination.
- Share our learning with colleagues and partners.

Champion

- Ensure people with lived experience of discrimination influence, shape, design and deliver our programmes.
- Be proactive by bringing people from under-represented groups into our discussions and decision making.
- Use our resources, events, platforms and profile to amplify and champion the voices of under-represented people.

Support

- Be open to engage in conversations, to ask or be asked difficult questions and listen to uncomfortable truths.
- Model behaviours that promote inclusion and respect to support people from underrepresented communities to feel empowered and have agency.
- Challenge discriminatory behaviour when we witness it.

Self-reflect

- Actively seek feedback and invite challenge.
- Reflect on our own behaviour and work to correct it if we discriminate against others.
- Be kind to ourselves and others when working to correct behaviours.
- Recognise that we don't have all the answers and can learn from others who have more experience.

Make a commitment

- Allocate sufficient budget, time and other resources to meet these commitments.
- Ensure accountability through Board leadership.

Hold ourselves accountable

- Ensure there are clear consequences for discriminatory actions, that all employees are aware of.
- Monitor employees' actions through our internal Appraisal process
- Provide tools and support so that employees can hold partners accountable through open and robust dialogue.
- Investigate all reports of discrimination with integrity and impartiality.

Provide a range of support for employees who experience discrimination

- Give employees who may experience discrimination, access to people with relevant lived experience through coaching and networks.
- Create independent, impartial systems for reporting, investigating and handling incidences of discrimination.
- Seek advice and guidance from those outside of the organisation with more experience.

Provide training and resources

- Ensure high-quality training and resources about anti-discriminatory practice are available to employees and our freelancers.
- Provide opportunities for employees to learn about experiences of discrimination, and ways to support people.
- Programme regular Staff Meeting conversations to keep anti-discrimination high on our team's agenda.
- Encourage employees to use their work time to keep informed and educated and provide a platform to share learning.
- Provide practical tools that can be used daily, including checklists and templates for specific processes e.g. recruitment.

**TO
SUPPORT
ARTSWORKERS,
THE
ORGANISATION
WILL:**