



www.coactive.org.uk

## **Policy: Equality and Diversity**

### **1. Policy Statement**

CoActive aims to promote positive attitudes towards equality and diversity and to ensure that everyone working, and participating within CoActive is treated fairly and with dignity and respect. CoActive aims to ensure that none involved in CoActive shall receive less favourable treatment on the grounds of age, race, disability, sexual orientation, gender or any other basis that cannot be shown to be properly justifiable.

### **2. Restricting who can benefit from CoActive**

CoActive exists in order to address the barriers faced by people with learning disabilities and people with autism. As such CoActive reserves the right to treat people with these characteristics more favourably. This will be carried out in line with The Equality Act (2010) and in accordance with Charity Law. CoActive will ensure that its policies, procedures and practices comply with current equality legislation.

Reference:

<http://forms.charitycommission.gov.uk/detailed-guidance/protecting-your-charity/equality-act-guidance-for-charities-restricting-who-can-benefit-from-charities/>

CoActive Arts

Registered Office Address: Belle Isle Christian Centre, Belle Isle Avenue, Wakefield, WF1 5JY

Company Limited By Guarantee Number: 08275514

Registered Charity Number: 1150805



[www.coactive.org.uk](http://www.coactive.org.uk)

CoActive's charity and company objects are:

1. For the benefit of the public, to advance the education and health of people with learning disabilities including but not limited to people on the autistic spectrum and other people who experience similar barriers to learning, development and inclusion ("the beneficiaries"), via the performing arts and other art forms and to increase opportunities for such persons to participate in the arts.
2. The promotion of social inclusion amongst the beneficiaries who are socially excluded from society, or parts of society, as a result of their disability through the use of the performing arts and other art forms in order to advance equality, diversity and inclusivity within society.
3. To develop the capacity and skills of people with learning disabilities (a socially disadvantaged community of interest) in such a way that they are better able to identify, and help meet, their needs and to participate more fully in society.

### 3. Responsibilities

Responsibility for ensuring the effective communication, implementation and operation of this Policy rests with CoActive Trustees and they will be responsible for taking action where there is evidence of a breach of this policy. CoActive Trustees will be responsible for creating an atmosphere free from discrimination and will be expected to set an example in their behaviour. They will be responsible for ensuring that everyone in the organisation are aware and operate within the policy and that any grievance concerning discrimination is dealt with fairly and as quickly as possible

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All employees and volunteers and trustees must treat everyone they are in contact with as a result of their involvement with CoActive with dignity and respect. They must comply with the Policy, must not discriminate in their day to day activities or induce others to do so and must not victimise, harass or intimidate others. They must inform the CoActive Operations Manager or a Trustee of CoActive, if they become aware of a breach to this policy. All information received will be treated in a confidential manner, taken seriously, thoroughly investigated and any necessary action to remedy the situation will be taken.

CoActive will welcome any complaint, feedback or compliment that helps us to improve our practices regarding Equality and Diversity. Please see our 'Complaints, Feedback and Compliments' Policy.

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