



Statement

At QUAD we believe in making art, film and digital media accessible to all. We focus on supporting a diversity of audiences to engage, develop skills and contribute to contemporary culture. QUAD transforms lives through active participation in art and film.

QUAD is and has been committed to equality, diversity and inclusion since opening in 2008. We recognise it as an ongoing journey through which we want to recognise, support and celebrate our audiences and the people who work with us. We strive to reflect and include this diversity in the myriad of creative activities and cultural events delivered through our ever-evolving programme.

QUAD believes a holistic approach and working in close partnership are key. We include our staff and our Board of Trustees to target key areas for development in our four-year business planning cycle. Our Diversity Sub-group is made up of QUAD Staff and Trustees alongside external partners who can provide specialist insight. Members of the group take a lead on specific areas for development.

We are committed to our team gaining further insights into communities by constantly improving our cultural intelligence through training and development to enable us to further broaden the cultural knowledge, understanding and confidence of the people we engage with. Wherever possible we will seek low cost, free or partnership training with other organisations.

QUAD works closely with the Local Authority diversity, safeguarding and disability awareness staff and boards to share best practice and knowledge. We employ staff and freelancers who are experienced in working with and supporting people with specific needs.

We are proud of the diversity of our programme and the voices represented within; we will continue to celebrate the voices of the world in our programme.

We will also ensure that our industry recognises the need for a diversity of voices across all areas of activity, and act as advocates for diversity wherever we can.

Equality, Diversity and Inclusion Policy

QUAD's commitment to providing equal opportunity is central to our working practice; We also acknowledge and support our legal obligation to avoid unlawful discrimination against future, existing and past customers and staff.

The law states it is unlawful to discriminate directly or indirectly because of differences relating to

- age
- disability
- sex
- gender reassignment
- pregnancy
- maternity
- race (which includes colour, nationality and ethnic or national origins)
- sexual orientation
- religion or belief
- marriage or in a civil partnership

These are known as Protected Characteristics.

QUAD recognises that the list of protected characteristics as described in law does not acknowledge all the ways in which an individual might choose to self-identify. Neither does it take into account intersectionality: where a person or group of people is affected by a number of discriminations and disadvantages.

We respect and acknowledge people's right to self-identify. We will also seek to recognise an individual's overlapping identities and experiences in order to understand the complexity of prejudices they face.

We will not unlawfully discriminate against or harass other people including current and former visitors, customers, clients, job applicants, employees and suppliers.

The following forms of discrimination are prohibited under this policy and are unlawful:

- Direct discrimination: treating someone less favourably because of real or perceived differences. For example, refusing to serve a customer because of their religious views or because they might be gay.
- Indirect discrimination: a provision, criterion or practice that applies to everyone but adversely affects people whose identity is being discriminated against more than others and is not justified. For example, requiring a job to be done full-time rather than part-time would adversely affect women because they generally have greater childcare commitments than men. Such a requirement would be discriminatory unless it can be justified.
- Harassment: this includes sexual harassment and other unwanted conduct which has the purpose or effect of violating someone's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for them. Harassment is dealt with further in our Anti-harassment and Bullying Policy.
- Victimisation: retaliation against someone who has complained or has supported someone else's complaint about discrimination or harassment.
- Disability discrimination: this includes direct and indirect discrimination, any unjustified less favourable treatment because of the effects of a disability, and failure to make reasonable adjustments to alleviate disadvantages caused by a disability.

Working with QUAD

Every employee is required to assist QUAD in meeting its commitment to provide equal opportunities in employment and avoid unlawful discrimination.

Vacancies will generally be advertised in a variety of ways to ensure a breadth and depth in the mix of applicants. Advertisements will avoid stereotyping or using wording that may discourage particular groups from applying. Recruitment methods that increase applicant diversity will be sought out and employed.

Job applicants will not be asked questions which might suggest an intention to discriminate on grounds of a Protected Characteristic. Job applicants will not be asked about health or disability before a job offer is made, except in the very limited circumstances such as to check that the applicant could perform an intrinsic part of the job (taking account of any reasonable adjustments), or to see if any adjustments might be needed at interview.

Recruitment, promotion and other selection exercises such as redundancy selection will be conducted on the basis of merit, against objective criteria that seek to avoid discrimination.

If a member of staff is disabled or becomes disabled, we encourage them to tell us about their impairment so that we can consider what reasonable adjustments or support may be appropriate.

Part-time and fixed-term employees will be treated no less favourably than full-time or permanent employees unless different treatment is justified.

Discrimination after employment may also be unlawful, e.g. refusing to give a reference for a reason related to one of the protected characteristics.

Employees can be held personally liable as well as, or instead of, QUAD, for any act of unlawful discrimination. Employees who commit serious acts of harassment may be guilty of a criminal offence.

Acts of discrimination, harassment, bullying or victimisation against employees or customers are disciplinary offences and will be dealt with under the QUAD's disciplinary procedure.

How we will make this policy effective

Leadership are tasked with role –modelling inclusive behaviours and actions, and colleagues are encouraged to role-model inclusion for each other.

We will carry out training to foster understanding of what this policy means and why it is being implemented

We will ensure our staff have the skills and abilities to carry to inclusive behaviours and actions

In addition to this policy, all structures and processes will undergo constant review to bring about an inclusive culture and support all the above.

Monitoring the Effectiveness of this Policy

QUAD's Equality, Diversity and Inclusion Action Plan, created through the work undertaken by the Diversity Sub-group seeks to identify specific actions and projects that will broaden the experiences and activities QUAD provides for all the people who visit and work with us. Each action within the plan will have its own monitoring and evaluation tools by which to measure its effectiveness.

QUAD undertakes annual audience and worker surveys to understand the diversity of our customers, the people who apply to work with us and those who gain employment, freelance or voluntary roles.

The results of these surveys are monitored and evaluated to ensure QUAD's commitment and growth in attracting, engaging and supporting diversity in all the people it serves.

We are committed to reviewing our policy and good practice annually.

This policy was last reviewed on:

Signed:
Brian Walsh, Chair of Board of Trustees

Date:

Signed:
Adam Buss, CEO

Date: