



**#FBF696 trading as Norwich OUTPOST**

**Equal Opportunities Policy**


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## **1. Purpose**

The purpose of this document is to define our equal opportunities policy to encourage the best practice at Norwich OUTPOST (#FBF696). This document is in reference to the Equality Act 2010.




## **2. Policy Statement**

At OUTPOST we believe in the importance of equal opportunities where equality and diversity are central to the work of Norwich OUTPOST (#FBF696). We promote equality of opportunity and diversity within our program, Norwich OUTPOST (#FBF696) steering committee members, the board of trustees, volunteers, artists, members and employees. We provide equal opportunities through the diversity of a programmed art gallery and events, and the relief of poverty among emerging artists by the provision of affordable studio spaces.



## **3. Scope**

The Equal Opportunities Policy applies to all Norwich OUTPOST (#FBF696) steering committee members, the board of trustees, volunteers, artists, members, employees and the general public.



## **4. Legal requirements**

### **The Equality Act 2010**

The Equality Act 2010 protects individuals of forms of discrimination in regards to their protected characteristics. The protected characteristics under the Equality Act 2010 are:

- Age
- Disability
- Gender reassignment
- Marriage or civil partnership
- Race
- Religion or belief
- Sex
- Sexual Orientation



## 5. Definitions

Discrimination is the unjust or prejudicial treatment of people that have a certain set of protected characteristics under the Equality Act 2010. The forms of discrimination could be;

- **direct discrimination** by treating someone with a protected characteristic less favourably than others.
- **indirect discrimination** by putting rules and/or arrangements in place that put someone with protected characteristics at an an unfair disadvantage to others.
- **harassment** by using unwanted behaviour that is linked to a protected characteristic that violates someone's dignity or creates an offensive environment for them.
- **victimisation** by treating someone unfairly because they've complained about discrimination or harassment.



## 6. Objectives

- The promotion of education of the public in the arts through the provision and maintenance of an art gallery, showcasing work of students and emerging artists.
- The relief of poverty among emerging artists by the provision of affordable studio spaces, in which they may create art.
- To assist with networking and support of such artists.
- To promote equal opportunity and diversity in volunteering, employment, development and programming.
- Respond to the needs of volunteers, employees and artists in relation to this policy.



## 7. Raising a complaint

7.1 It is a serious disciplinary offence to:

- treat someone with a protected characteristic less favourably than others or to put someone with a protected characteristic at an unfair disadvantage.

- harass someone linked to a protected characteristic that violates someone or creates an offensive and unfair environment for them
- victimise or treat someone unfairly because they've complained about discrimination or harassment.

**7.2** Norwich OUTPOST (#FBF696) will take any allegation of discrimination within the charity very seriously. All complaints and concerns will be addressed and dealt with sensitively and fully investigated. If you feel that you have been discriminated against on the basis of one of the protected characteristics listed in section 5:

Details would need to be addressed and dealt with by Norwich OUTPOST (#FBF696) trustees and steering committee; please contact [questions@norwichoutpost.org](mailto:questions@norwichoutpost.org) with any details.