

## Prism Arts Diversity Policy

Diversity is about recognising the differences between people, celebrating those differences and utilising peoples' individual qualities to the benefit of society as a whole.

Through its inclusive recruitment and arts practice, which promotes equal opportunities, Prism Arts (PA) will respond to issues around race, ethnicity, faith, disability, age, gender, sexuality, class and economic disadvantage and any institutional barriers that prevent people from participating in and enjoying the arts.

PA will aim to ensure that 'diversity' in its widest sense, is an integral part of the artistic process by endeavouring to provide participatory opportunities for:

- i) **Artists** from the disabled community, different ethnic backgrounds or those who may have had limited opportunities to share their creative abilities with others because of economic or social disadvantage.
- ii) **Individuals** and *groups* who are likely to have had limited opportunity to access high quality artistic experiences because of social, physical, mental health, ethnic or economic barriers.

PA aims to:

- Comply with the spirit of the law, rather than just meeting our statutory requirements and obligations.
- Recognise that Society and the people with whom we engage are becoming increasingly diverse and therefore we must be relevant to all the communities that we serve.
- Break down the barriers that may prevent access and engagement.

PA Board of Trustees has the responsibility to develop the organisational culture in which this policy can operate effectively.

PA will:

- Ensure that all offices, venues and meeting rooms are all fully accessible both in terms of access and the facilities available.
- Produce documents and publicity material in plain language and clear text.
- Provide website accessibility tools to increase user access and enhance the viewing experience.

- Provide adaptations to the working environment as appropriate for disabled employees, volunteers, service users and trustees in accordance with legislation.
- Respect the right of staff to request leave so as to observe their religious festivals.
- Ensure that staff, volunteers and freelance artists and board members have access to equal opportunities training.

### Diversity Monitoring

To establish the diversity of our staff, Board of Trustees, volunteers, artists and service users, Prism Arts will undertake diversity monitoring in the following areas:

- Ethnic Origin
- Age
- Gender
- Sexual Orientation
- Disability
- Location

#### *Further reference:*

The development of this policy has been informed by the following publication:

*'What is the Creative Case for Diversity? Arts Council England (2012)*

The Equality Act 2010

The recommendations in this policy are also advocated in other PA policies and business documents:

- Equal Opportunities
- Equality Action Plan
- Business Plan