



EQUALITY & DIVERSITY | POLICY

ATLAS Arts is committed to establishing a culture of equal opportunities and inclusion for all: users, audiences, workers, prospective workers, members and directors, and opposes all forms of unlawful or unfair discrimination. We recognise the aim of the Equality Act 2010 is to 'harmonise discrimination law and to strengthen the law to support progress on equality. It replaces and extends the existing equality legislation on race, disability and gender and covers a total of 9 '**protected characteristics**'.

These are:

1. Age
2. Disability
3. Sex
4. Gender Reassignment
5. Marriage or civil partnership
6. Pregnancy and maternity
7. Race
8. Religion or belief
9. Sexual orientation

Every possible step will be taken to ensure that individuals are treated equally and fairly and that decisions on recruitment, selection, development and programming are based solely on objective criteria.

Statement of intent:

ATLAS Arts strives to take an equitable approach to all aspects of the delivery of its artistic programme and the development of the organisation. The organisation will endeavour to take account of the complexity of difference, widen access and wherever possible provide an equal experience for audiences. In addition we seek to engage those who have previously felt excluded from contemporary art.

We recognise that the arts are both the manifestation of culture as well as the means of communication of cultural knowledge. We will encourage debate; foster an environment where questions can be asked and voices heard.

ATLAS adheres to equal opportunities for staff and audiences. We actively seek professional advice to ensure that we are engaging with equalities in every aspect of our work. When programming we consider the importance of referencing specialists and seeking advice from artists and creative practitioners and arts organisations who have expertise with specific target groups. ATLAS will work with these experts and with the target groups themselves to consider how best to widen accessibility around a project or specific works.

When programming we consider the importance of developing a culturally diverse audience and also work to develop a programme of events and projects that widen access to all individuals i.e. people with disabilities, people with learning difficulties, people from low income households, people from different cultures, ethnic and linguistic backgrounds. The Gaelic language is of particular importance and ATLAS strives to include the language when ever possible.

ATLAS will do this by creating a programme that is relevant to the place. We will continue to research, pilot, develop and evaluate different approaches to making work with artists and audiences and our long term strategy is to ensure that we mainstream equal opportunity across all our planning, programming and audience development work.

Staff will receive equalities training. We see this as critical in enabling ATLAS to operate as a well informed organisation, with good understanding of diverse experiences and perspectives, able to stimulate artistic and public communities alike.

ATLAS will seek to source appropriate funds for projects to enable the organisation to deliver these aims.

Access Statement:

ATLAS Arts is an arts organisation without walls that operates from an office. We take into account access for all events that we programme and make appropriate information to potential audience available when required.