



Name of policy	Equality, Diversity & Inclusion Policy
Policy owner	Aretha Donkoh
Agreed date of implementation	April 2021
Next review date	March 2024

- 1 The Studio is committed to promoting equality and eliminating unfair discrimination from all aspects of its work. Our commitment to equality, diversity and inclusion underpins everything we do in the organisation. The Studio recognises its duties under all relevant legislation and includes Human Rights, the protected characteristics in the Equality Act 2010, related Codes of Practice and regulatory requirements.
- 2 The Studio recognises that it has the power to reduce discrimination and the disadvantages that people experience by making its services more accessible and responsive to the needs of the communities with whom we work, and individuals using our services as customers, colleagues, contractors or consultants. We want our services and resources to be accessible regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation or other individual characteristic which may unfairly affect a person's opportunities in life.
- 3 This policy applies equally in the following areas:
 - Provision of and access to all of The Studio's services
 - Recruitment, employment and training
 - Contractors and consultants
 - Board of Directors and Trustees
- 4 We recognise that our ability to meet diverse needs is improved by having a diverse workforce that generally reflects the local population and which has the skills and understanding to achieve our service objectives. We are committed to valuing diversity in our workforce and training and developing colleagues to improve their ability to meet the organisation's Business Plan within a culture that promotes equality and inclusion.
- 5 The Studio is committed to and is working towards being an organisation that:
 - Accepts that everyone has a right to their distinctive and diverse identities
 - Has a workforce generally reflecting the population we serve
 - Understands how valuing diversity can improve our ability to deliver better services, and so reduce disadvantage
 - Provides services which are responsive to the diverse needs of different individuals and communities
 - Provides all colleagues with the training and development they need

- Provides a supportive, open environment where all colleagues have the opportunity to reach their full potential
- 6 The Studio believes that our colleagues, Board of Directors and Trustees, volunteers, customers and stakeholders have an important part to play in making this happen. We are committed to listening to our customers and involving them in the development of our services which recognise and value their diversity.
 - 7 The Studio requires every colleague, volunteer and Director and Trustee to recognise and discharge their own responsibility for contributing to the success of this policy.
 - 8 The Studio colleagues who feel that this policy has been breached they should report the matter to Operations Manager immediately or to a Director.