

TAAG Equality & Diversity Policy

TAAG is dedicated to encouraging a supportive and inclusive culture amongst all members of the organisation including volunteers, staff, freelance workers and trustees. It is in our best interest to promote diversity and eliminate discrimination in the workplace.

Our aim is to ensure that all volunteers, staff, freelance workers and job applicants are given equal opportunity and that our organisation is representative of all sections of society. Each person will be respected and valued and able to give their best as a result.

This policy reinforces our commitment to providing equality and fairness to all in paid and volunteer positions and not provide less favourable facilities or treatment on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, ethnic origin, colour, nationality, national origin, religion or belief, or sex and sexual orientation. We are opposed to all forms of unlawful and unfair discrimination.

All volunteers, staff and freelance workers, no matter whether they are part-time, full-time, or temporary, paid or unpaid will be treated fairly and with respect.

When TAAG selects candidates for promotion, training, or any other benefit, it will be on the basis of their aptitude and ability.

All volunteers, staff and freelance workers will be given help and encouragement to develop their full potential and utilise their unique talents. Therefore, the skills and resources of our organisation will be fully utilised, and we will maximise the efficiency of our whole workforce.

TAAG commitments:

- To create an environment in which individual differences and the contributions of all team members are recognised and valued.
- To create a working environment that promotes dignity and respect for every volunteer and worker.
- To not tolerate any form of intimidation, bullying, or harassment, and to discipline those that breach this policy.
- To make training, development, and progression opportunities available to all.
- To promote equality in the organisation, which TAAG believes is good management practice and makes sound organisational sense.
- To encourage anyone who feels they have been subject to discrimination to raise their concerns so we can apply corrective measures.
- To encourage volunteers, staff and freelance workers; and to treat everyone with dignity and respect.
- To regularly review all our 'artist call out', volunteer enrolment practices and procedures so that fairness is maintained at all times.

TAAG will inform all volunteers, staff and freelance workers that an equality and diversity policy is in operation and that they are obliged to comply with its requirements and promote fairness in the organisation.

The policy will also be drawn to the attention of funding agencies, stakeholders, customers, learners, and applicants.

Our policy will be monitored and reviewed regularly to ensure that equality and diversity is continually promoted in the organisation.