



MIF Equality Policy

Our Equality Policy (supported by our Equality Action Plan) helps to ensure that there is equal access for everyone to employment and other opportunities in all aspects of MIF's work. We will not accept unfair discrimination or less favourable treatment on the grounds of race, sex, gender, sexual orientation, age, religion or belief, disability, marriage and civil partnership, gender re-assignment, pregnancy and maternity or trade union activity (see section Appendix A for characteristics protected under the Equality Act) as an employer or in the running of our organisation. It is underpinned by the Equality Act (2010) which provides a legal framework to protect people from discrimination, harassment and victimisation in the workplace and wider society.

Priorities for the current Equality Action Plan are detailed in Appendix B.

1. Scope

The scope for the purposes of this policy and for ease of reference includes staff, consultants, trustees, artists, contractors, participants, volunteers, casual workers and agency workers, and applicants to work at MIF. The principles of non-discrimination and equality of opportunity also apply to the way in which these parties should treat each other, visitors, contractors, service providers, suppliers and any other persons associated with MIF.

This policy is non-contractual and may be updated at any time.

2. Roles and responsibilities

Staff have a responsibility to

- Read, understand and comply with this policy
- Not to discriminate against, victimise, harass or intimidate staff (or those involved with MIF), or encourage others to do so
- Challenge and report unacceptable behaviour in a safe manner, to their line manager or a member of staff in HR

Managers have a responsibility to

- set a good example by treating all members of MIF with dignity and respect and challenging unacceptable behaviour
- ensure all staff are aware of this policy and know how to report discrimination, harassment or bullying
- deal with complaints fairly, thoroughly, quickly and confidentially

3. Aims of the Policy

The aim of this policy is to create an organisation where:

- Everyone understands why equality is fundamental to the success of our business
- We can attract and retain staff, consultants, trustees, artists, contractors, participants, volunteers, casual workers, agency workers and visitors that reflect the diverse communities in which we operate and who are committed to our equality principles
- We can build an organisational culture that is tolerant, open and inclusive and where people feel safe, where differences are accepted, engagement is apparent and the contributions of all are encouraged, valued and respected
- We comply with our legal obligations

4. Implementation

All parties share responsibility for the successful application of this policy, whilst specific responsibility falls to managers. In order to translate this policy into action we will;

- Regularly review and update MIF's Equality Action Plans, sharing our progress with relevant stakeholders
- Ensure this policy is made widely available and all parties understand their responsibilities
- Effectively collect, monitor and analyse evidence for our Equality Action Plan in compliance with GDPR regulations
- Seek to ensure that reasonable adjustment to working practices are considered wherever practical in order to accommodate a diverse community
- Promote equality best practice through internal and external communications
- Aim to embed equality principles into all relevant induction and training programmes
- Take appropriate action when incidents occur which breach this policy. Staff or other parties who make a complaint of discrimination have the right to do so without fear of victimisation, and MIF will make every effort to ensure that any complaints are dealt with promptly and fairly. (Link to Grievance Procedure)

Resources

Appendix A:

Under the 2010 Equality Act we are legally obliged to ensure individuals are not subjected to unlawful discrimination by MIF on the basis of their protected characteristics as listed below:

- age
- disability
- gender identity (a personal sense of one's own gender. This can correspond to or differ from the sex we are assigned at birth)
- marriage or civil partnership
- pregnancy and maternity
- race - (includes: race, colour, nationality (including citizenship), ethnic or national origins)
- religion or belief including philosophical belief and a lack of belief
- sex
- sexual orientation

Appendix B:

In the current Equality Action Plan there are currently seven strands of work agreed as a key focus for the 2020-22 period including :

1. Artistic Programme
2. Audiences (including digital and physical audiences)
3. Governance
4. Development
5. Creative Engagement
6. Workforce
7. Volunteers