



**Green Shoes Arts
Equality & Diversity Policy 2025**

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2. Policy Statement

Green Shoes Arts, in all areas of its activities, aims to treat all people equally. We believe that human beings are characterised by diversity and we aim in all our activities to give expression to that diversity. We believe that no person or group should suffer disadvantage for any reason of race, ethnic origin, culture, gender, disability or religion and we declare our intention to work with others for the elimination of such discriminatory practice.

3. Introduction

This Equality & Diversity Policy is founded on a considerable body of legislation, including: The Race Relations Act 1976, The Sex Discrimination Act 1975, The Disability Discrimination Act 1995, Equal Pay Act 1970.

The intention of this policy is to ensure that all staff and participants are treated equally and as individuals. It sets out our commitment to and belief in equality. This policy covers all aspects of our work, the basic principles to be followed and proposals for implementation of this policy.

4. Equality & Diversity Policy

Our Policy has a clear statement about the rights and responsibilities of our projects, staff and participants. We recognise that the creation of a genuine equal opportunities organisation is a continuous process; in order to ensure such continuity, Green Shoes Arts will always:

- Adopt an effective monitoring system to ensure equality of opportunity;
- Promote good practice with regard to equality of opportunity among our participants;
- Work to ensure that the services we provide are relevant and accessible to all;
- Work to ensure that our staffing is reflective of the diverse and multi-racial composition of the communities we work with;
- Seek to implement programmes which challenge prejudices.

5. Equal Opportunities Procedures

The purpose of these procedures is to guide Green Shoes Arts to ensure this policy is actively implemented. Every staff member has an individual responsibility to put this policy into practice. For equal opportunities to be effective there needs to be open and honest discussion of the issues involved. Equal opportunities should be an inclusive, positive process for everyone and means creating an environment where staff and participants learn from each other's experience and treat different perspectives and values with respect.

5.1. Our Projects & Productions

Green Shoes Arts develops work which provides opportunities for disadvantaged groups, challenging prejudices and reflecting diversity. It promotes a working environment which is free from harassment or victimisation and which promotes good relations among staff and participants. Our values are promoted in work developed in partnership with other organisations.

Green Shoes Arts will work to ensure our practices do not restrict use of our services or the contribution disabled people can make to our work. We will ensure access to our projects and productions for people who use mobility aids, and recognise there is much that can be done to improve access for people with other disabilities. We will address the need for translation and interpreting services to meet the needs of our participants as appropriate.

5.2. Recruitment

We are committed to a policy of equality of opportunity, no job applicant, employee, volunteer or trainee is unfairly discriminated against on the basis of their race, ethnic origin, culture, gender, sexuality, disability, age or religion. Our selection criteria focus strictly on appropriate experience, skills and qualifications for the relevant post.

5.3. Monitoring

Green Shoes Arts will monitor relevant statistics in order to act on projects and productions, including suggestions and complaints. We will review annually our equal opportunity intentions, identifying appropriate targets.

5.4. Responsibilities

All staff are responsible to ensure and promote equal opportunities and non discrimination in every aspect of its work. Green Shoes Arts founders are responsible for drawing to the attention of the other staff members the need to incorporate or develop new approaches in order to implement this policy.

6. Next Review Date: May 2026