

Activate Arts Ltd	Policy number:	POL-12
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Equality And Diversity Policy		

Activate embraces the diversity of its workforce and is dedicated to creating a working environment in which diversity makes a positive contribution to achieving our goals.

Activate aims to achieve and carry out the highest levels of best practice in equality and diversity in keeping with our work with vulnerable people. Activate believes that its commitment to diversity enables it to become and remain an employer of choice.

To achieve this we will:

- Strive to provide equal opportunities for our employees, job applicants and Service Users
- Value and respect diversity by acknowledging and celebrating differences
- Recognise that everyone has a contribution to make
- Aim to ensure that all staff, trustees, volunteers and individuals with whom we have contact will be treated fairly and in an unbiased way.

Activate is committed to taking action to promote equality and to value diversity and will work to address unfair treatment, discrimination and prejudice where found within the workplace and in its work. We work both within the current legislative framework and to promote best practice.

Activate's Vision, Mission and Values statement reinforces the importance the organisation places on fairness, diversity and equal opportunities. These beliefs will underpin all areas of our work.

Activate operates in a diverse and rapidly changing environment. Diversity provides opportunities for Activate to grow and adapt by:

- Working with a wide range of Service Users
- Moving into new areas of activity
- Increased creativity and innovation
- Finding and keeping talented and able employees
- Creating a work environment that values and motivates existing employees leading to improved performance.

By taking this approach, Activate has the opportunity to grow and develop its potential, both to deliver its objectives and to respond to its challenges. Diversity is not be seen as an option but as a key principle underpinning our activities.

Activate believes that a diverse workforce and organisation will allow us to recruit the broadest range of people so that we can achieve the highest levels of performance.