

## **VARC Equality and Diversity Policy**

### **Aims**

VARC offers opportunities to artists to develop their work in response to the rural landscape and its community.

VARC encourages the appreciation and understanding of contemporary art and enjoyment of creativity through exhibitions, events and workshops in the community and with local schools, regional SEN and SEND schools, and visiting groups.

VARC aims to practice equality, diversity and inclusion in its selection of artists, and in its work with schools and visiting groups.

VARC aims to treat every artist and event participant equally, regardless of their age, disability, gender, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.

### **Accessibility**

VARC aims to make its meetings and events accessible to people with disabilities [*e.g. provide transport, meet in accessible premises,*]

VARC is committed to ensuring any person is able to attend our activities, so we will reassess our access requirements to meet any specific needs as they arise.

### **Diversity**

VARC aims to be open to new ideas, and particularly prioritise opportunities for artists, visitors, and participants in workshops and events to share their cultural heritage with one another.

### **Inclusion and respect**

VARC aims to ensure that group activities and events are open and welcoming to all participants- organizers, facilitators, community members and visitors.

Sexist, racist, homophobic, transphobic or otherwise offensive and inflammatory remarks and behaviour are not acceptable.

### **Dealing with discrimination and harassment**

Artists and participants in events who experience discrimination or harassment or any conduct that makes them uncomfortable can raise the matter with the Project Director, who is present at the event.

If the [Project Director] is unable to resolve the matter immediately, it will be referred to the Trustees of VARC.

The Trustees will ensure that any complaints are investigated thoroughly and provide opportunities for the person making the complaint to speak in a safe environment about their experience.

If the complaint is against a particular individual, the Trustees will also hear that individual's point of view.

The Trustees will decide the action to take based on the principle of ensuring the continued inclusion and safety of any person who has experienced discrimination or harassment.

*This policy was adopted at a meeting of the Trustees on October 23<sup>rd</sup> 2020 and will be reviewed at least every 2 years.*