



## Carshalton Artists Equality and Diversity Policy

Carshalton Artists adhere to the Equality Act 2010 and aim to improve equal opportunities and fairness, with policies in place so these outcomes happen and to prevent discrimination. We understand that, under the Act, it is unlawful to discriminate against people termed in the legislation as the nine protected characteristics:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

We aim to adhere to this act by implementing the following policies:

- Carshalton Artists will promote inclusive access to the arts and will, in its terms and conditions of public entry to its Carshalton Artists Open Studios (CAOS) and artist registration, promote and celebrate inclusion, fairness, equality and diversity.
- In our terms and conditions Carshalton Artists Open Studios reserves the right to refund payment and withdraw any entry that does not, after due consultation and consideration, comply with our Terms and Conditions of registration. Language or artwork that is abusive or discriminatory to people on the basis of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation will not be accepted and the right to register with Carshalton Artists Open Studios will be withdrawn.
- Most of the venues are homes and so disabled access is sometimes limited. However, to help with disabled access each open studios location will be asked to detail if they have disabled access and those venues that have will be listed on the Carshalton Artists Open Studios website and will have a wheelchair symbol on trail maps and information.

- Workshops, where possible, will be encouraged to aid the inclusive approach to the arts, with workshops open to all at the point of delivery and promote inclusion, diversity and differentiation.

### Carshalton Artists Equality and Diversity Policy and the Arts Council

*‘We want our investment to create conditions in which the diversity of audiences, and leaders, producers and creators of art reflect the diversity of contemporary England.’* Arts Council 2015 data report

The Arts Council Objectives for equality are:

- Promote the Creative Case for Diversity.
- Invest to encourage more diverse audiences for arts and culture
- Support diverse leaders and promote a more diverse workforce, fairer entry and progression routes.
- Improve the quality of data available to inform our decision-making on equality and diversity.
- Continue to develop the Arts Council’s capacity to respond to the equality and diversity agenda.

Carshalton Artists, Carshalton Artists Open Studios aim to meet these objectives by:

- Promoting a diverse community of professional and non professional artists, businesses no matter what age, race, disability, gender, socio economic background, religious belief or sexual orientation
- Promote the rich diversity of cultural activities and artistic expression within Carshalton and a unique mix of age, cultural identities, disability, socio economic background, religious belief or sexual orientation.
- Invest public and private grants obtained to encourage more diverse audiences for arts and culture as listed above.
- Encourage fairer entry and progression routes through lasting collaborations between artists and their neighbourhoods that they work in.
- Recording events and workshops through photography, Facebook, Twitter, Instagram, website and visitors books. The number of visitors will be collated at each venue and their emails recorded by hosts and ultimately added to existing mailing list--the increased size of which will also be evidence of our success.
- Encouraging host venues to actively collect feedback forms, which will be evaluated to assess success of event.

Carshalton Artists 2021