



## **Aune Head Arts Equal Opportunities Statement**

AHA believes that arts programming is diminished if it does not embrace the experience and creativity of all individuals and groups.

AHA is committed to eliminating discrimination and encouraging diversity amongst the collective group who work with us. Our aim is that this group will be truly representative of all sections of society and all people who work with Aune Head Arts (part time, full time and temporary employees, artists, contractors, volunteers, members and members of the public) feel respected and able to give of their best.

To that end the purpose of this policy is to provide equality and fairness for all who work with us and not to discriminate on grounds of gender, marital status, race, ethnic origin, colour, nationality, national origin, disability, sexual orientation, gender reassignment, religion or age.

We oppose all forms of unlawful and unfair discrimination.

Selection for employment, contracting, training or any other benefit will be on the basis of aptitude and ability. Projects and courses run by Aune Head Arts will be open and accessible to all.

Our commitment:

- To create an environment in which individual differences and the contributions of all are recognised and valued.
- To operate a non-hierarchical management structure as a matter of principle.
- To provide a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
- To ensure that opportunities created by Aune Head Arts are open to all.
- To ensure that training and professional development opportunities for staff are available to everyone and not a select few.
- To review all our employment practices and procedures annually to ensure fairness.
- To regard breaches of our equality policy as misconduct, potentially leading to disciplinary proceedings.