

ONE PAVED COURT: EQUALITY & DIVERSITY POLICY

One Paved Court recognises that discrimination exists, particularly in this sector, and that it operates to the disadvantage of many groups.

We believe that all persons should have equal rights and to have equal opportunities to show work, to visit and participate in our art exhibitions, talks and workshops

We are dedicated to bringing art by a diverse range of artists to as wide an audience as possible and believe that everyone benefits from such an approach. We will actively promote diversity and eliminate unfair discrimination, ensuring that our space is as inclusive and welcoming as possible.

This policy reinforces our commitment to providing equality and fairness to all and not provide less favourable opportunities on the grounds of gender, gender identity, disability, race, colour, nationality, ethnic origin, religious or political beliefs, health status, age, marital status, parental status, sexual orientation, class, responsibility for dependents, physical attributes, or any other grounds which cannot be shown to be justifiable within the context of this policy.

Our Aims

To ensure that all artists are given equal opportunity and that our programme is representative of all sections of society.

To ensure all visitors will be treated with respect and dignity.

Our Commitment

Our policy will influence and affect every aspect of activities carried out across the Gallery. We will treat all people fairly whether they are artists, volunteers or visitors.

Artists applying for a show:

- We will aim to promote all available opportunities in such a way that ensures equality of access eg via social media, and through community groups with a diverse reach.
- We particularly encourage applications from people from black, Asian and minority ethnic backgrounds, as these groups are currently under-represented in our programme.
- In order to encourage artists from under-represented groups to apply for a show, a small bursary is available in cases of financial hardship.

Volunteers:

- We aim to give volunteering opportunities to those who will benefit most from the experience and who might not otherwise have the contacts to help them develop careers within the sector.
- Opportunities are advertised via local universities and all applicants are considered regardless of previous experience.

- Travel expenses are provided.
- Where possible reasonable adjustments will be made to allow those with disabilities or particular aptitudes to volunteer.

Visitors to the Gallery:

- All visitors will be treated with respect and dignity, supporting our commitment that all who come into contact with the gallery find it inclusive and welcoming.
- All invigilators, staff and volunteers are briefed on their need to uphold our values and to comply fully with our policy.

Monitoring and Review

One Paved Court will routinely collect information on artists applying for a show by gender, marital status, ethnic origin, sexual orientation, religion / beliefs and disability.

The information collected will be for monitoring and review purposes only and will be treated as confidential.

The policy and its effectiveness will be reviewed every 6 months.