

## **Equal opportunities and diversity strategy**

Fife Arts Co-operative believes that everyone should have access to the arts. We recognise that discrimination can be a barrier to accessing the arts. We recognise the authority of the Race Relations Act 1976 (as amended), the Sex Discrimination Act 1975, the Disability Discrimination Act 1995, and related legislation, and actively seek to comply with their provisions as they relate to us.

### **Statement of aims and objectives in relation to strategy**

Our aim is to ensure that our recruitment, employment and working practices are free from discrimination on grounds which may include sex, age, marital status, sexuality, disability, race, colour, religion or national origin.

To achieve this aim we have agreed the following objectives:

- Our building's visitor areas and employee office space will be fully accessible.
- We will strive for best practice in accessible interpretation and display in our gallery presentation.
- Staff will receive disability equality training and the need for other training will be monitored by the nominated board member.
- Behaviour within the Steeple or in associated projects which could be interpreted as discriminatory will be investigated by the nominated board member in association with the rest of the board. Such behaviour may result in disciplinary action in the case of employees, and a request to leave the premises and possible legal action in the case of members of the public.
- We will develop projects and events which reach out to socially excluded groups and minority groups, with an initial target of one event per year for the first three years.
- Our interview procedures will be transparent and consistent, and interviewees will be able to discuss unsuccessful applications with board members.
- We will put in place evaluation procedures with service users and other stakeholders to assess the effectiveness of our strategy.

We will measure our performance against these objectives in a yearly review which will include feedback from service users and the wider community. The findings of this review will be available to the public on request and presented at the AGM.