

## **AN LANNTAIR EQUALITIES POLICY**

### **1.0 Policy Statement**

*An Lanntair will respond to all areas of equality and diversity with honesty, openness, positivity and support.*

1.1 Equality and diversity are embedded within our mission, vision and our key pillars of activity.

The words 'An Lanntair' mean 'The Beacon' in Scottish Gaelic, which directly connects with our vision as an organisation, which is:

***“Together we will carry a torch for creativity and the arts in the Outer Hebrides.”***

Leading on from our vision, our four key objectives are set out below:

#### **Objective 1 - Programme – *Producing and presenting a programme of excellence:***

- To produce exciting, and ambitious artistic programmes cohesively connected across artforms, which engage, illuminate and inspire.
- To be an artistic bridge to and from diverse communities and cultures.
- To celebrate and illuminate our Hebridean uniqueness.
- To celebrate, promote and facilitate the growth of contemporary and traditional Gaelic arts, language, culture and creative industries.
- To embrace and deploy digital media and new technologies across our work, programme and wider practice.

#### **Objective 2 – People – *Successfully engaging diverse audiences and participants.***

- To foster talent, nurture potential, and showcase artistic excellence and creative entrepreneurship.
- To listen to our audiences, engage them in dialogue and grow their loyalty and attendance.
- To create diverse opportunities for people to experience the richness of the arts.

#### **Objective 3 – Place – *Creating an inclusive community hub for creativity.***

- To be a hub for creativity that feeds, actively supports and facilitates high quality outreach and community programmes that grow capacity across the Outer Hebrides.
- To offer a warm, inclusive and welcoming environment that is valued by staff, artists, performers and visitors.
- To be enterprising and innovative in how we capitalise on all of our spaces and assets to support our sustainability.

#### **Objective 4 - Partnerships and Sustainability – *Working in close partnership across the sector to grow our business and create new growth across the creative industries and the Gaelic arts.***

- To seek mutually beneficial partnerships that create added value for the artistic, economic and social well-being of Outer Hebrides.
- To provide leadership and support for the wider arts community in the Outer Hebrides.
- To continuously strengthen and support the business model and diversify income streams.

Collectively, these objectives fully embrace An Lanntair's mission statement, which is: ***“To connect and inspire people in producing extraordinary, creative programmes, uniquely rooted in the place and reflecting the arts and ideas of our time”***.

1.2 An Lanntair's mission, vision and pillars of activity reflect our commitment to equality across all that we do; both internally in our staff team, at the governance level, as well as our external relationship with audiences, artists and partners. An Lanntair strives to give everyone, disregarding race, cultural heritage, religion, gender, age, ability, class, employment status, belief and any other life variant, the opportunity to explore, engage with and question the broadest range of arts and learn about other cultures. This allows the organisation to recognise and dismantle barriers for engagement in the sector. We strive to go beyond legal compliance to ensure that the protected characteristics as defined by the Equality Act (2010) have equal opportunities at An Lanntair.

We champion diversity to enable the widest possible audience to access everything that we do, connecting with it on different levels, intellectually, emotionally and socially. Our approach to diversity is open and fluid, constantly reacting and responding to our changing environment. It is acknowledged that culture is a set of distinctive spiritual, material, intellectual and emotional features of society or a social group. It encompasses, in addition to art and literature, lifestyles, ways of living together, values systems, traditions and beliefs. Respecting and safeguarding culture is a matter of Human Rights and considered as such across our activities.

1.3 All areas of our business, our operations and artistic policies provide a strategic focus for implementation with a key aim not to discriminate, either intentionally or unintentionally, against any group or individual. We will always monitor and give active consideration to individuals' needs, responding to all areas of equality and diversity with honesty, openness, positivity and support.

1.4 An Lanntair is committed to equality of opportunity for all and to taking positive action to promote such equality of opportunity. An Lanntair will commit to monitoring equality and diversity across its recruitment, employment and promotion, associations and partnerships, advertising, audiences, productions and other activities.

1.5 An Lanntair intends to ensure that equality of opportunity is afforded to all employees. No job applicant or employee will be discriminated or disadvantaged in securing and retaining employment, training or promotion in their employment or in the provisions of services on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation.

1.6 We will endeavour to install and maintain a neutral working environment where no employee feels under threat or intimidated. Breaches of the policy will lead to a disciplinary investigation and possible disciplinary action.

## **2.0 Principles**

2.1 This policy applies to all staff whether full time, part time or fixed term contract employees. All staff are to be made aware of this policy.

2.2 Furthermore, An Lanntair believes equality and diversity to be a benefit to all and good for business and will therefore seek wherever possible to engage with those agencies, bodies and organisations that are demonstrably of like mind.

2.3 A review of this policy shall be conducted on an annual basis.

### **3.0 Definitions**

3.1 It shall be deemed to be a breach of this policy if action, behaviour, determination or speech can be shown inappropriately to take into account, make reference to, or unfairly discriminate or disadvantage people who have at least one of the protected characteristics below.

As defined by the 2010 Equality Act, protected characteristics include the following:

- age;
- disability;
- gender reassignment;
- marriage and civil partnership;
- pregnancy and maternity;
- race;
- religion or belief;
- sex;
- sexual orientation;
- Class;
- Socio-economic status.

For the purpose of this policy, discrimination may be described as follows:

#### *3.2 Direct Discrimination*

3.2.1 Direct discrimination occurs when someone is treated less favourably than another person because of a protected characteristic they have or are thought to have (see perception discrimination below), or because they associate with someone who has a protected characteristic (see discrimination by association below).

#### *3.3 Indirect Discrimination*

3.3.1 Indirect discrimination occurs when a condition, rule, policy or a practice applies to everyone but particularly disadvantages people who share a protected characteristic.

#### *3.4 Discrimination by Association*

3.4.1 This is direct discrimination against someone because they associate with another person who possesses a protected characteristic.

#### *3.5 Perception Discrimination*

3.5.1 This is direct discrimination against an individual because others think they possess a particular protected characteristic. It applies even if the person does not actually possess that characteristic.

#### *3.6 Harassment*

3.6.1 Harassment is “unwanted conduct related to a relevant protected characteristic which has the purpose or effect of violating an individual’s dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual”.

Harassment applies to all protected characteristics except for pregnancy and maternity and marriage and civil partnership. Employees may complain about behaviour that they find offensive even if it is not directed at them, and the complainant need not possess the relevant characteristic themselves.

Employees are also protected from harassment because of perception and association.

### *3.7 Victimisation*

3.7.1 Victimisation occurs when an employee is treated badly because they have made or supported a complaint or raised a grievance under the Equality Act; or because they are suspected of doing so. An employee is not protected from victimisation if they have maliciously made or supported an untrue complaint.

### *3.8 Detriment arising from disability*

3.8.1 This is a new type of disability discrimination introduced by the Equality Act 2010. It is when an employer treats an employee unfavourably because of something arising in consequence of the employee's disability, and it cannot be justified in relation to the job. (For example, dismissing someone because of their poor attendance record when their absence was as a consequence of a disability and without the employer being able to show that the dismissal was a proportionate means of achieving a legitimate aim).

### *3.9 Duty to make reasonable adjustments*

3.9.1 Where an employer's provision, criterion or practice puts a disabled person at a substantial disadvantage in comparison with persons who are not disabled, the employer has a duty to take reasonable steps to avoid the disadvantage, including changes to physical features and providing auxiliary aids.