

## Equality, Diversity & Inclusion Policy

Diversity, accessibility and inclusivity are some of the core principles of Lost Cause and we recognise that artistic excellence relies on the richness and innovation that diversity brings. We expect commitment and involvement from all our staff, board, partners and providers of goods and services in working towards the achievement of our vision of a workforce (including staff, board members and freelance creative teams) representative of the make-up of contemporary Britain.

All Lost Cause staff and freelancers are expected to work in an inclusive manner and sign up to this Equality, Diversity & Inclusion Policy.

As a rurally based arts organisation reaching a predominantly rural audience, equality of practice and access is at the heart of who we are and what we do.

### Fundamental Values

- We are committed to ensuring a work environment for contracted staff, freelance staff, volunteers and board members that is fully inclusive and that nobody is discriminated against, or feels discriminated against, on grounds of any protected characteristics under the Equality Act 2010.
- Our employment practice will not discriminate on grounds of any protected characteristics under the Equality Act 2010 (or any other discrimination outside the parameters of the protected characteristics).
- Recruitment processes (for external candidates, internal opportunities and training) will be based on individual merit and not their individual characteristics.
- Intolerance towards anyone from, or perceived to be from, a protected characteristic group is unacceptable at Lost Cause. Any instances of intolerance from contracted, freelance staff, volunteers, board members and/or participants will be escalated immediately by the Trustees.
- This Equality Policy is an active policy which will be monitored and reviewed annually – with open feedback sought from those that engage with us.

# Lost Cause

We are dedicated to creating and delivering engaging art experiences for isolated rural communities with limited access to the arts. We will continue to champion and amplify diverse rural voices.

We are committed to creating a more inclusive creative and cultural sector that promotes fairness and opportunity for everyone. Through our work we aim to promote equality, diversity and inclusion, and prevent all forms of discrimination across the protected characteristics defined under the Equality Act. We also want the sector to be more representative of England in relation to socio-economic background.

## **Protected Characteristics**

Under the Equality Act (2010) people are not allowed to discriminate, harass or victimise another person because they have any of the protected characteristics. People are also protected from being discriminated against because they are perceived to have one of the protected characteristics or because they are associated with someone who has a protected characteristic.

### **Protected Characteristics are:**

- Age
- Disability
- Gender reassignment
- Marriage or civil partnership (in employment only)
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation