



Equality Diversity and Inclusion Policy

ART from HEART is committed to implementing an Equality, Diversity and Inclusion policy (EDI) which promotes equality of access to a full range of arts events for people of all ages, abilities, cultures and communities. The policy can only be implemented through proactive co-operation of organisations and individuals engaged in arts activities and ART from HEART expects, as a condition of working or volunteering for the company, that individuals embrace the spirit and ethos of equality, diversity and inclusion and operate effective equality practices.

Our aim is to ensure that all artists, collaborators, volunteers, and job applicants are given equal opportunity and that our organisation inclusive culture is representative of all sections of society. It is within our best interest to promote diversity and eliminate discrimination in all activities carried out by ART from HEART.

ART from HEART is committed to equal opportunities policy and practice and will ensure that all artists and collaborators, both actual and potential, are treated equally regardless of age, disability, race, ethnic origin, colour, nationality, gender, religion or belief, sexual orientation, civil partnership/marriage, pregnancy/maternity or gender reassignment. We are opposed to all forms of unlawful and unfair discrimination.

All artists and collaborators, no matter whether they are an individual, an organisation, a charity, or a volunteer, will be treated fairly and with respect. When ART from HEART selects candidates for temporary jobs, promotion, training, or any other benefit, it will be on the basis of their aptitude and ability.

ART from HEART commitments:

- To create an environment in which individual differences and the contributions of all team members, collaborators, and participants are recognised and valued.
- To create a working environment that promotes dignity and respect for every individual.
- To promote equality in the workplace, which ART from HEART believes is good management practice.
- Equal Opportunities for multimedia artists at different stages in their career (emerging, mid-career, established), living and working in the UK.
- To not tolerate any form of intimidation, bullying, or harassment, and to discipline those that breach this policy.
- To encourage anyone who feels they have been subject to discrimination to raise their concerns so we can apply corrective measures.
- To regularly review all our employment practices and procedures so that fairness is maintained at all times.

ART from HEART will inform all artists, collaborators, volunteers, that an equality, diversity and inclusion policy is in operation and that they are obligated to comply with its requirements and promote fairness in the workplace. The policy will also be drawn to the attention of funding agencies, artists, collaborators, charities, volunteers, learners, and job applicants.

ART from HEART equality and diversity policy is fully supported by its Directors and Cofounders in compliance with the Human Rights Act and Equality Act 2010.

Our policy will be monitored and reviewed annually to ensure that equality and diversity is continually promoted in the workplace.