

SoleStar Arts

Equality & Diversity Policy

Revised 2017

Commitment to equality and diversity

SoleStar Arts believes that excellence will be achieved through recognising the value of every individual. We aim to create an environment that respects the diversity of staff and students and enables them to achieve their full potential, to contribute fully, and to derive maximum benefit and enjoyment from their involvement in SoleStar Arts.

SoleStar Arts acknowledges the following basic rights for all members and prospective members of the company.

- to be treated with respect and dignity
- to be treated fairly with regard to all procedures, assessments and choices
- to receive encouragement to reach their full potential

These rights carry with them responsibilities and SoleStar Arts requires all members to recognise these rights and to act in accordance with them in all dealings with fellow members and employees.

No individual will be unjustifiably discriminated against. This includes, but not exclusively, discrimination because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex and sexual orientation.

Implementation

The Management and board of Trustees will have ultimate responsibility for ensuring implementation of those policies that are related to equality and diversity.

Dealing with discrimination

SoleStar Arts is committed to creating and sustaining a positive and mutually supportive working environment for our staff and an excellent teaching and learning experience for our students, where individuals are equally valued and respected. Bullying, harassment or victimisation of any individual will not be tolerated and any allegations will be taken seriously and dealt with appropriately under the relevant procedure.