



SIN Cru Equality Policy

Policy Statement

SIN Cru as an organisation, recognises that everyone has a contribution to make, and a right to equal treatment. Equality of opportunity is a core value of our organisation. Our policy is made in line with the Equality Act 2010.

We aim to ensure that no member be it directorate, participating member, young person, freelance artist, or client to whom the organisation provides services, will be discriminated against by us on the grounds of:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- sex
- employment status
- physical or sensorial impairment or emotional vulnerability
- political belief
- race, nationality, colour, ethnic or national origin
- immigration status
- religion or belief
- responsibility for dependants/ caring responsibilities



- sexual orientation
- unrelated criminal conviction
- HIV antibody status
- socio-economic inequalities, anyone experiencing the effects or repercussions of poverty
- or, by conditions or requirements, which cannot be shown to be justifiable, exceptions can only be made where discrimination can be justified objectively

We are strongly committed to remove/ counter discrimination in all aspects of our work including the way in which we work with other organisations, in the way we work together within our organisation, and in all our work with user client groups.

SIN Cru is committed to bringing work to as wide an audience as possible. Dedicated to CASE - culture, art, style, expression, we work with integrated and inclusive arts organisations and charities, and actively seek to make work accessible to audience members with physical disabilities, visual and hearing impairments.

We will challenge discrimination by any person associated with the organisation.

Responsibility for policy implementation

Overall responsibility:

SIN Cru Directors have overall responsibility for ensuring the implementation of equal opportunities within all aspects of the organisation's work. This responsibility includes:

- ensuring policies and practices are properly implemented on a day to day basis
- ensuring that all members and freelance artists are properly aware of the policy and it's implications for their involvement with the organisation



- taking appropriate action in the event of discriminatory language or behaviour towards any of the groups mentioned in this policy
- ensuring that all visitors including clients and their relatives, friends etc are aware of the organisation's equal opportunities policy and conduct themselves appropriately

Workforce responsibility:

All members have an individual responsibility for ensuring the personal implementation of the equal opportunities policy in their work with SIN Cru.

Implementation

Employment:

The equal opportunities policy will be applied to the advertising and recruitment for all paid employment posts with SIN Cru in line with the Equality Act provisions which came into force in April 2011, including positive action recruitment and promotion. A commitment to the principles of equal opportunities will be sought from all applicants as a pre-requisite to shortlisting.

Publicity:

Publicity for SIN Cru will state our commitment to equal opportunities. SIN Cru strive to make all print and online posts accessible through the use of languages other than English where appropriate, and by promoting positive images of those groups in the community who suffer discrimination.

Work equal opportunities:

Equal opportunities are considered in all aspects of SIN Cru's work. All materials, books, visual aids, equipment and activities strive to promote non-stereotypical traditions, values, and environments.



General:

We aim to ensure that our services are physically accessible to all members of the community through the consideration shown towards the needs of people with disabilities and wherever possible ensuring access to project and office premises.

Challenging discrimination:

Raising awareness of the needs of those who face discrimination and the effects of discrimination in society in general is an ongoing activity within all constituent groups of SIN Cru. We will challenge discrimination by any person associated with the organisation.

Targeting under-represented groups:

SIN Cru ensure that the resources and services which we provide, are relevant and accessible. SIN Cru work to ensure representation and participation of those involved in decision making at all levels, reflects the community. The memberships of SIN Cru, our image and work are reviewed regularly to ensure that as an organisation we are accessible to all members of the community, to an equal extent.

Subtle discrimination:

We strive to be aware at all times, of factors which might affect the involvement of people from ethnic minorities in our work e.g timing of meetings, dietary requirements etc.

Complaints Procedure

Receiving a complaint:

Verbal complaints will be brought to the attention of a designated member of the directorate for discussion and action. To ensure that the matter is given the importance that the person making the complaint wants to be given, all complaints must be put in writing. SIN Cru directors will decide who needs to be informed of the complaint. In the case that the complainant cannot



write a complaint, the directors will communicate directly with the complainant and make their own log to discuss the meeting.

Taking action on a complaint:

If SIN Cru directors decide the complaint is not justified but the situation could be avoided in the future, they will advise those concerned. If the directors decide the complaint is justified, and to be acted on, they will ensure action is taken and those concerned are advised. If the complaint is justified it represents a very serious breach of the way in which members work, and those members may be asked to leave.

Response to a complaint:

- all written complaints will be acknowledged within five days
- a full written response will be made after the meeting between the designated director, the complainant and the person/s accused. The person/s accused and the complainant may bring along a representative to this meeting
- the written response to the complaint will contain a report of the discussion of the complaint. It will outline action taken or to be taken (by what date) and where applicable, an apology will be made
- in the event of a complainant not being satisfied with the response, a third party will be needed to arbitrate between the complainant and the group
- the complainant and designated director will decide whom they will ask to assist with such arbitration
- if the complaint is made against the designated director, an alternative director will be appointed to carry out the above procedure
- confidentiality of both the person/s accused and the complainant will be safeguarded by all parties throughout the complaints procedure



Contact for advice and further information

Designated Director:

James Fogerty

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This document and its policies are based upon

- Government Equalities Office, age consultation 2011. Equality Act 2010: Ending age discrimination in services, public functions and associations – A consultation

<https://www.gov.uk/government/speeches/equality-act-2010-banning-age-discrimination-in-services-public-functions-and-associations-a-consultation-on-proposed-exceptions-to-the-ban>

- Equality Act 2010

<http://www.legislation.gov.uk/ukpga/2010/15/contents>

- Equality and Human Rights Commission

<https://www.equalityhumanrights.com/en>

