

Yorkshire CREATE

Equal Opportunities Policy

Policy Date: January 2026

Review Date: January 2027

Approved By: Rowena Lloyd



1. Policy Statement

Yorkshire CREATE is committed to promoting equality, diversity and inclusion in all areas of our work. We believe that creativity thrives when people from different backgrounds, experiences and perspectives are welcomed and respected.

We are committed to providing equal opportunities for all staff, artists, volunteers, participants, partners and audiences. We aim to create an environment where everyone feels safe, valued and able to contribute fully, regardless of their background or identity.

Yorkshire CREATE will not tolerate discrimination, harassment or victimisation in any form.

2. Scope

This policy applies to:

- Freelance staff
- Volunteers and trustees
- Artists, facilitators and collaborators
- Participants in programmes and workshops
- Visitors and audiences
- Partner organisations and contractors

The policy covers all aspects of Yorkshire CREATE's work, including recruitment, employment, programming, community engagement, partnerships and public events.

3. Principles

Yorkshire CREATE is guided by the following principles:

Equality

Everyone should have fair access to opportunities, resources and participation in the arts.

Diversity

We value and celebrate the wide range of identities, cultures, abilities and experiences that people bring.

Inclusion

We actively remove barriers so that people from all backgrounds feel welcome and able to participate.

Respect

All individuals will be treated with dignity and respect.

4. Protected Characteristics

Yorkshire CREATE is committed to ensuring equality regardless of:

- Age
- Disability
- Gender identity or gender reassignment
- Marriage or civil partnership
- Pregnancy or maternity
- Race, ethnicity or nationality
- Religion or belief
- Sex
- Sexual orientation
- Socio-economic background
- Caring responsibilities
- Any other personal characteristic or lived experience

5. Our Commitments

Yorkshire CREATE will:

- Provide fair and transparent recruitment and selection processes.
- Promote inclusive artistic programming that reflects diverse communities.
- Ensure our building, activities and communications are as accessible as possible.
- Actively encourage participation from underrepresented groups.
- Provide a safe environment free from discrimination, bullying or harassment.
- Challenge discriminatory behaviour when it occurs.
- Offer reasonable adjustments for disabled staff, artists and participants where possible.
- Regularly review policies and practices to improve inclusion and accessibility.

6. Responsibilities

Management and directors are responsible for:

- Ensuring the policy is implemented effectively
- Promoting a culture of equality and respect
- Addressing complaints promptly and fairly

Staff, Artists and Volunteers

All individuals working with Yorkshire CREATE are expected to:

- Treat others with respect and fairness
- Support inclusive practices
- Challenge discrimination where appropriate
- Follow this policy in their work and interactions

7. Reporting Concerns

Anyone who experiences or witnesses discrimination, harassment or unfair treatment within Yorkshire CREATE should report it to a member of staff, management, or the board of trustees.

All concerns will be taken seriously and handled sensitively, confidentially and fairly.

8. Monitoring and Review

Yorkshire CREATE will review this policy regularly to ensure it remains effective and relevant. Feedback from staff, artists, participants and communities will inform improvements.

9. Commitment to Continuous Improvement

Yorkshire CREATE recognises that building an inclusive arts environment is an ongoing process. We are committed to learning, listening and evolving our practices to better support equality, diversity and access in the arts.

10. Review of This Policy

This policy will be reviewed:

- Once a year, or
- After a safeguarding concern, or
- If safeguarding guidance changes

11. Policy Approval

This policy has been approved by the management of Yorkshire CREATE and is effective from the date below.

Signed: RLloyd

Name: Rowena Lloyd

Position with Yorkshire CREATE: Director

Adopted on: January 2026

Review date: January 2027