



## **PATHWAYS TO PROGRESS:**

### **ANTI-RACISM POLICY STATEMENT**

#### **STATEMENT**

The Phoenix Arts Club commits to being an anti-racist organisation. The Board and Executive team have made this a core principle of our Equality, Diversity, and Inclusion policy. This is part of our Pathways to Progress strategy to make The Phoenix Arts Club an inclusive and diverse organisation, representative of the community around us and a cultural home to all.

This Anti-Racism statement of intent and the pledges below represent our commitment to visible change at The Phoenix Arts Club. Each pledge is backed by actions and targets that form our internal Pathways to Progress (Equality, Diversity, and Inclusion) strategy. These will guide us towards becoming the anti-racist organisation we aspire to be.

#### **OUR ANTI-RACISM PLEDGES**

1. We recognise the serious impact of racism that our staff and freelancers experience in society and specifically within the theatre sector. We commit to proactively addressing this with our peers to improve anti-racist practices across the industry and beyond.
2. Our Board and Executive commit The Phoenix Arts Club to being anti-racist as an essential part of our equality, diversity, and inclusion policy and practice, and integral to our artistic policy and business strategy.
3. We are reviewing our organisational processes to ensure they are fit for purpose so that everyone associated with The Phoenix Arts Club is empowered to challenge bias and dismantle systemic racism wherever it is encountered. This will account for the need for confidentiality and anonymity, where required, with additional oversight provided by the Board's Equality, Diversity, and Inclusion Committee.
4. We are taking action to improve the representation of Black, Asian, and ethnically diverse people at The Phoenix Arts Club by setting new robust targets across our workforce, Board, program, and audiences. Some of these actions will have immediate effect, while others will take longer to achieve. We commit to maintaining this focus in the long term, dedicating financial resources and staff time as an organisational priority.

## **OUR POLICY'S PURPOSE**

This policy's purpose is to:

1. Provide equality, fairness and respect for all in our employment, whether temporary, part-time or full-time

2. Not unlawfully discriminate because of the Equality Act 2010 protected characteristics of:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race (including colour, nationality, and ethnic or national origin)
- religion or belief
- sex
- sexual orientation

3. Oppose and avoid all forms of unlawful discrimination. This includes in:

- pay and benefits
- terms and conditions of employment
- dealing with grievances and discipline
- dismissal
- redundancy
- leave for parents
- requests for flexible working
- selection for employment, promotion, training or other developmental opportunities

## OUR COMMITMENTS

The organisation commits to:

1. Encourage equality, diversity and inclusion in the workplace as they are good practice and make business sense
2. Create a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff are recognised and valued.

This commitment includes training managers and all other employees about their rights and responsibilities under the equality, diversity and inclusion policy. Responsibilities include staff conducting themselves to help the organisation provide equal opportunities in employment, and prevent bullying, harassment, victimisation and unlawful discrimination.

All staff should understand they, as well as their employer, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their employment, against fellow employees, customers, suppliers and the public

3. Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, customers, suppliers, visitors, the public and any others in the course of the organisation's work activities.

Such acts will be dealt with as misconduct under the organisation's grievance and/or disciplinary procedures, and appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to dismissal without notice.

Further, sexual harassment may amount to both an employment rights matter and a criminal matter, such as in sexual assault allegations. In addition, harassment under the Protection from Harassment Act 1997 – which is not limited to circumstances where harassment relates to a protected characteristic – is a criminal offence.

4. Make opportunities for training, development and progress available to all staff, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the organisation.

5. Make decisions concerning staff being based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act).

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6. Review employment practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law.

7. Monitor the make-up of the workforce regarding information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality, diversity and inclusion, and in meeting the aims and commitments set out in the equality, diversity and inclusion policy.

Monitoring will also include assessing how the equality, diversity and inclusion policy, and any supporting action plan, are working in practice, reviewing them annually, and considering and taking action to address any issues.