



Embassy Gallery - Equity & Inclusion Policy

It is our policy to treat all visitors, audience members, artists, staff members. Embassy members and volunteers fairly and equally regardless of their gender, sexual orientation, marital status, socio-economic class, race, colour, nationality, ethnic or national origin, religion or belief, age, disability, union membership status or Pregnancy and maternity status.

Religious Inclusion

We are committed to creating an environment that is inclusive to all faiths. Islamophobic and anti-semitic language and attitudes will not be condoned by either staff or audience members.

We understand that anti-terrorist legislation and practices are often racist. Our audience have the right to participate with our work without threat of suspicion or hate due to their religion. They also have the right to participate in safe spaces without the threat of others agendas, extremist propaganda or grooming. Additionally, our audiences have the right to practice their religion how they see fit, and will not be shamed for their individual faith practices such as religious clothing or access requirements.

While all events may not be inline with individual religious beliefs we strive to ensure our environment is inclusive of all religions and welcome suggestions on ways we can improve our efforts.

Disability and Access

Following the Social Model of Disability, it is our policy that persons who hold additional needs and/or disabilities should be central in the conversation of access. We encourage all staff, members, and audience members of Embassy Gallery to communicate their individual needs and have strategic systems in place to ensure these conversations are frequent and empowering. We are also committed to making the necessary requirements to ensure an equity of access.

Anti- racism

We are striving to make Embassy Gallery a Pro-Black space where Black lives are celebrated and supported through a safe environment, development opportunities and equal pay. We understand that zero tolerance of racism is only a starting point and are committed to seeking ways we can ensure our work does not further perpetuate the pain of systemic racism. We welcome suggestions on ways we can improve our efforts.

Gender Identity

It is our policy to respect the gender identity of all staff, members, and audience members. Staff are encouraged not to make assumptions on persons gender identity or pronouns. If comfortable to do so, we ask that audience members, members, and staff share their pronouns which will be adopted on request without further questioning.

Recruitment

The diversity of our staff, artists and freelancers are the source of warmth at Embassy Gallery. It is our policy to consider all applications regardless of age, gender identity, sexuality or religion. We are a disability confident committee and welcome applications from those with both learning and physical disabilities. We also welcome applications from those with dependents and, where possible, will arrange flexible and remote working available to support these staff members responsibilities.

To encourage a diverse range of job applicants we have made adjustments to our recruitment process. This includes accepting application submissions via audio applications and providing candidates with interview questions prior to their interviews.

We believe that all art workers should be paid for their work and contribution to Embassy no matter their level of work experience. We also believe that those from lower social economic backgrounds should have access to all job roles and opportunities without having to compromise their standard of living.

The operational committee at EMBASSY are therefore paid a living wage for their work and contribution to the organisation.

General

Embassy Gallery will regularly review this policy to ensure that the policy is, and continues to be, fully effective, as well as ensuring that no requirements or conditions are put in place that will disadvantage individuals. Embassy Gallery is committed to the implementation and actioning of this policy.

All staff are required to comply with the policy and to act in accordance with its objectives so as to remove any barriers to equal opportunity.

Any act of discrimination by the committee or any failure to comply with the terms of the policy will result in disciplinary action. This will involve the termination of their tenure through an ordinary resolution passed by the committee and the board, to avoid a potential conflict of interest. Any act of discrimination by art workers employed by Embassy may result in the termination of their employment through an ordinary resolution passed by the Embassy committee.

Signed: Georgia Holman
Position: Director
Reviewed on: 29/9/2022
Next review date: 29/9/23

Embassy Gallery
www.embassygallery.org



