



# EQUALITY POLICY

Participate Contemporary Artspace is committed to creating an environment of positive and creative collaboration in which everybody's differences are valued and respected.

Participate Contemporary Artspace is committed to ensure that everyone is treated fairly, irrespective of age, disability, neurodiversity, gender, marital status, pregnancy, maternity, gender identity, race, colour, nationality, ethnicity or national origin, sexual orientation, religion or belief, social background or culture, trade union membership, carer responsibility or part-time status.

The policy of equality of opportunity extends to all activities undertaken by Participate Contemporary Artspace and includes directors, associated artists, volunteers and anybody else who collaborates with the organisation.

Participate Contemporary Artspace will strive to promote such an ethos by:

- Creating an environment in which individual differences and everybody's contributions are recognised and valued.
- Creating a working environment that considers and acts on access needs, promotes dignity and respect for everyone.
- Not tolerating any form of intimidation, bullying, or harassment, and by intervening should the need arise.
- Encouraging everyone interacting with PCA to treat all with dignity and respect.
- Regularly reviewing all our practices and procedures so that fairness is maintained at all times.

POLICY DATE: 15 November 2017

UPDATED: 22nd February 2025

REVIEW DATE: 22nd February 2028