

Equality, diversity and inclusion policy

INTRODUCTION

The Lowry is committed to encouraging equality, diversity and inclusion among our workforce, and eliminating all forms of discrimination, unlawful or otherwise. The aim is for our workforce to be truly representative of all sections of society and of our customers, and for all employees, volunteers, contractors, contracted workers, casual workers, interns, to be able to work with respect, dignity, and in safety. The Lowry in providing goods and services is also committed against discrimination of customers and the public. We note the particular experiences of marginalised communities facing prejudice, and The Lowry commits to taking proactive steps to prevent discrimination. This policy applies to all employees, volunteers, contractors, contracted workers, casual workers, interns, and any other individual or organisation working for The Lowry.

PURPOSE OF POLICY

Provide equality, fairness and respect - all employees and all those connected with The Lowry will feel valued and able to add value to the organisation.

To adhere to the Equality Act 2010 - to not unlawfully discriminate because of a protected characteristic.

To 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, and selection for employment, promotion, training or other developmental opportunities.

To prevent bullying, harassment, discrimination, victimisation and exclusion – by ensuring a workplace culture where all individuals are treated with mutual respect.

To empower managers to take action against discrimination of any kind – by informing managers about the requirements set out in law, and the expectations set by The Lowry.

DEFINITIONS

Protected Characteristic – the Equality Act 2010 makes it unlawful to discriminate against people with a protected characteristic. There are 9 protected characteristics;

- 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

Diversity and Inclusion – a diverse and inclusive workplace is one in which a mix of social and cultural characteristics exist and where each person feels valued and connected.

Bullying – unwanted offensive, malicious, intimidating from a person or group that makes another person or group feel uncomfortable (frightened, less respected, made fun of, upset).

Harassment – unwanted behaviour relating to a protected characteristic (harassment does not cover marriage and civil partnership), or a personal characteristic which violates a person’s dignity and / or creates an intimidating, humiliating, offensive and / or hostile environment for that person whether it was intended or not. Harassment is covered not only by employment law, but also civil and criminal law and can lead to imprisonment, fine and / or the staff member being personally liable to compensate the victim.

Discrimination – an individual is treated less favourably because of a protected characteristic.

- Direct discrimination - treated less favourably because of a protected characteristic. •
Discrimination by association - treated less favourably because of that persons association with a person who has a protected characteristic.
- Discrimination by perception – a person treats an individual less favourably because they think they have a protected characteristic, irrespective of whether they have or not.
- Indirect discrimination – applying rules or arrangements to a group of people where in practice the rule or arrangement is less fair to a certain protected characteristic.

Victimisation and Exclusion – a person is treated unfairly because they have made, intend to make or have supported a complaint about a situation related to a protected characteristic.

EXAMPLES OF BULLYING, HARASSMENT, DISCRIMINATION, VICTIMISATION AND EXCLUSION

The following list is not exhaustive, other behaviours will constitute bullying, harassment, discrimination, victimisation and exclusion.

- Images, words or actions that can be perceived as derogatory towards a person’s protected or personal characteristic.
- Verbal abuse
- Offensive jokes or pranks
- Lewd or suggestive comments
- Repeated requests for dates or sexual favours

- Unnecessary body contact
- Deliberate exclusion from conversations or work activities
- Abusive literature or graffiti, including electronic data

ROLES AND RESPONSIBILITIES

The Lowry's commitments

Encourage equality, diversity and inclusion in the workplace by creating a working environment free of bullying, harassment, victimisation, exclusion and unlawful discrimination, where individual differences, talents, abilities, backgrounds and the contributions of all staff are recognised and valued.

Train managers and all other employees about their rights and responsibilities under the equality, diversity and inclusion policy.

Take seriously complaints of bullying, harassment, victimisation, exclusion and unlawful discrimination by fellow employees, volunteers, contractors, visiting companies, interns, placements, customers and any others in the course of the organisation's work activities.

Deal with such acts under the organisation's grievance and/or disciplinary procedures where particularly serious complaints could amount to gross misconduct. Gross misconduct could lead to appropriate disciplinary action, including dismissal.

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.

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

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.

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.

Tackle historic barriers within the arts and culture sector that often exist for marginalised communities.

Ensure that the recruitment process for all roles at The Lowry are free from discrimination or bias, providing equal access of opportunity for all applicants.

Provide reasonable adjustments for staff and volunteers who require them, be that due to disability, parental status, or any other appropriate reason.

Create a workplace environment where all employees feel safe, supported, and empowered.



THE LOWRY