



## **EQUALITIES POLICY STATEMENT**

Latest Version 05/09/2022

ACME is committed to eliminating discrimination and promoting equalities and diversity.

ACME is committed to fostering a positive culture where all staff, guests, exhibitors and customers can flourish, and where no one will feel compelled to conceal or play down elements of their identity for fear of being stigmatised.

ACME aims to be an organisation where people are encouraged to be authentic and their unique perspectives, experiences, and skills are seen as valuable assets.

ACME commits to promoting equality, diversity, and inclusion:

\*In the recruitment, selection and training and appraisal of staff as well as in development and promotion.

\*In the way in which it welcomes and treats all visitors to ACME events and the external organisations with which it works.

To do this, we commit to provide a learning, working, and social environment in which the rights and dignity of all are respected, and which is free from unlawful discrimination, prejudice, intimidation, and all forms of harassment including bullying.

No employee, worker, or visitor will be discriminated against based on age, marriage and civil partnership, race, sex, disability, religion or belief, sexual orientation, gender reassignment, or pregnancy and maternity (the 'Protected Characteristics' as defined in the Equality Act 2010), as well as other relevant circumstances including parental or caring responsibilities, contract type, and working hours.

ACME is committed to a programme of action to ensure that equality, diversity, and inclusion initiatives are implemented and monitored at every level through the implementation of transparent policies, practices and procedures and the provision of effective support. It also seeks to ensure that its public engagement work and services benefit diverse audiences and communities.

All staff, guests and exhibitors working with ACME are expected to abide by the principles set out in this policy and to support ACME in its delivery.

Practising equality of opportunity can sometimes mean treating people differently to treat them fairly, e.g., being flexible to meet the needs of working parents.

### **Equality, Diversity, and Inclusion**

Diversity recognises, values, and celebrates the differences between people or communities. These can be visible and non-visible differences. Our differences may mean we have different cultures, needs, wants, and ways of doing things.

Inclusion means actively considering the diversity of individuals and groups to understand their needs and changing the way we do things where necessary in order to ensure that each member of the ACME community is included and feels valued.

### **AIMS OF POLICY**

The aims of this policy and ACME's ethos is to:

- Eliminate unlawful discrimination on grounds of any protected characteristic.
- Promote equality of opportunity for all members of the ACME and comics community.
- Comply with ACME's equality duties under the Equality Act 2010.

## **STAFF & CREW**

ACME is committed to a policy and practice which require that entry into employment and progression within employment at ACME will be determined only by personal merit and by the application of criteria that are related to the duties and conditions of each particular post and the needs of the organisation. Subject to statutory provisions, no member of staff or applicant for appointment as a member of staff will be treated less favourably than another because of any protected characteristic. If any person appointed as a member of staff considers that they are suffering from unlawful discrimination, harassment, or victimisation in their appointment or progression because of any protected characteristic, they may raise this through the organisations' complaints or grievance procedure, or the procedures for dealing with harassment, as appropriate.

## **PROVISION OF EDUCATION AND TRAINING**

ACME affords all staff access to training including all benefits, services and facilities, irrespective of any protected characteristic (subject to our reasonable adjustments duty and considerations of safety and welfare). ACME will not discriminate against a staff member on the grounds of any protected characteristic by excluding them or subjecting them to any other detriment.

ACME will:

- Treat all members of the community with respect and dignity and seek to provide a positive environment free from discrimination.
- Endeavour to meet the needs of all staff, artists and exhibitors and ensure that there is no unlawful discrimination on the grounds of any protected characteristic.
- Monitor the recruitment of staff from different backgrounds.
- Challenge all inappropriate discriminatory behaviour by any member of the ACME community.
- Ensure regular reviews, monitoring and evaluation for the effectiveness of inclusive policies and practices.
- Promote an inclusive culture, good management practice, through the development of codes of conduct, policies, and training.

Whether or not intentional, harassment and bullying in all its forms is unacceptable and will be dealt with in accordance with ACME's disciplinary procedures.

ACME recognises that discrimination may be direct, indirect, or arising from disability.

## **MONITORING AND REVIEW**

The ACME management team regularly monitor and review the effectiveness of this policy.

## **BREACH OF THIS POLICY**

Staff who are in breach of this policy may be sanctioned in accordance with ACME's staff policy and any exhibitors or guests who breach the policy will forfeit the right to work with ACME in the future.