

# THE COMMON GUILD

Visual arts: Projects / Events / Exhibitions

## Equalities, Diversity and Inclusion Policy /

The Common Guild is committed to promoting equality of opportunity, recognising and valuing diversity and being an inclusive organisation. We aim to ensure that all employees, potential employees, artists, speakers, visitors to the artistic programme are treated equally and as individuals regardless of age, disability, gender reassignment, marital or parental status, race, religion and belief, sex or sexual orientation. The company and its employees will act with integrity at all times to ensure that everyone is treated with dignity and respect.

The Common Guild is an independent visual arts organisation based in Glasgow dedicated to the delivery of high quality projects, events and exhibitions working with artists and others, both Scottish-based and international. It seeks to offer access to programmes that engage with our visual culture to introduce voices and perspectives from elsewhere and to pursue an ethos of artist-centred practice in the realisation of projects of scale, quality and ambition, as well as national or international significance.

The programme includes non-gallery, one-off projects, talks and collaborations alongside gallery-based exhibitions. The Common Guild is committed to presenting artists' work in interesting and engaging ways and aims to offer access to world-class contemporary art experiences and discussions. Research into contemporary visual art is on-going and artists are invited to realise exhibitions or projects on the basis of the quality of their work and the appropriateness of their practice to our situation and publics.

This Equalities, Diversity and Inclusion Policy and associated Action Plan enable The Common Guild to meet its statutory, regulatory and reporting obligations, as well as outlining how it will raise awareness on diversity issues for both staff and public and ensure barriers are minimised. The 2010 Equality Act covers nine 'Protected Characteristics' those being:

- Age
- Disability
- Gender reassignment
- Race / ethnicity
- Religion and belief
- Sex / gender
- Sexual orientation
- Pregnancy and maternity
- Marriage and civil partnership

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to which may be added socio-economic issues affecting access. This Policy and the associated Action Plan ensure that people's access needs are included in the The Common Guild's thinking and planning, and not as an afterthought.

The Common Guild presents projects, events and exhibitions in a variety of locations. Our current premises have stepped access from street level as well as an internal staircase, and assisted access for visitors is offered by appointment. Staff are trained not only in supporting visitors with mobility issues but also in providing frank and friendly information on access. In addition to this we will:

- Aim to deliver all off-site events in accessible venues and include access plans in production.
- Address access issues with current premises that affect public and staff through an organisational development research project through 2016
- Provide a range of digital resources via our website, including videos, photography of exhibitions, audio recordings of talks and events presented by The Common Guild.
- Make sure our programme includes artist talks and curator talks, projects and events that are inclusive and welcome anyone regardless of disability, age, gender, race, religion/belief or sexual orientation.

As an employer The Common Guild has a moral and legal obligation to eliminate discrimination and harassment and to promote tolerance, fairness and diversity. It is the responsibility of all staff to ensure that visitors to the programme and participants in events are treated equally and with respect. Diversity is about learning from others who are not the same and about dignity and respect for all.

The Common Guild has a fully committed Board of Directors whose ultimate responsibility it is to ensure that our commitments under the Equality Act are implemented effectively. The Board is open to include individuals regardless of colour, race, nationality, ethnic or national origin, religion, political belief, social or economic class, marital or parental status, gender, sexual orientation, age, health or disability.

The Board will review the company's EDI Action Plan on an annual basis and will, when necessary make decisions regarding any actions required to improve practice. The Action Plan details the tasks and responsibilities associated with this Policy and together they form part of the company's Business Plan.