



## **Equalities**

Starcatchers is the only multi-arts organisation that pioneers the development of high quality performances and creative experiences for babies and young children aged 0-5 years and their grown ups in communities in Scotland.

Our mission is to inspire performances and creativity for babies, young children and their grown-ups in Scotland and, as a young, dynamic organisation, we strive to put the needs of babies, toddlers and young children at the core of everything we do, while engaging with the parents, carers, families, early years' professionals and communities who nurture them.

Building on the body of research that acknowledges the impact work with this age group has and the difference it makes on the future of both the children involved and wider society, this mission is delivered through an innovative, in-depth programme of cross art-form, artist-led activity that continues to be supported and informed by research and evaluation.

Whilst focusing on the often marginalised 0-5 age range, Starcatchers also strives to engage with diverse demographics through strategic working so as to create equality for all Scotland's children, no matter what ethnic, geographic or socio-economic background they come from. This includes;

- Developmental work in communities of deprivation where there is need and resource,
- Touring work reaching broader audiences who are actively seeking cultural experiences,
- Training Early Years practitioners to understand and use their own creativity to support positive experiences and development in the children and families they work with.

All new projects and opportunities are appraised to ensure that Starcatchers continues to reach as wide a range of participants as possible and no protected characteristic forms a barrier to inclusion.

### **Equal Opportunities**

Starcatchers wholeheartedly supports the principle of equal opportunities and values the individual contribution of people, irrespective of sex, age, marital status, disability, sexuality, race, colour, religion, ethnic, or national origin, history of illness, needs of dependants and/or parenthood.

We believe that it is in the company's best interests, and all those of who work in it, to ensure that the human resources, talents and skills available throughout the



community are considered when employment and training opportunities arise. To this end we are committed, within the framework of the law, to achieving and maintaining a workforce who broadly reflect the local community in which we operate. Every possible step will be taken to ensure that individuals are treated equally and fairly and that decisions on recruitment, selection, training, promotion and career management are based solely on objective and job related criteria.

Starcatchers fully supports this policy statement. All employees and those engaged in our activities are responsible for playing their part in achieving these objectives.

### **Implementation**

- All staff, members and board members will be briefed on the Equality policy and must agree to apply it in practice. The Equality policy is incorporated in the contract of employment and it is a condition of service that all staff understand and operate the policy fully.
- The effectiveness of this policy will be monitored and updated annually in accordance with new legislation.
- Training and guidance will be provided for key decision makers.
- Existing procedures for recruitment, selection, promotion and training will be examined and regularly reviewed to ensure that individuals are selected on the basis of merit and abilities.
- Any employee grievances about unfair treatment, discrimination and harassment will be resolved through the grievance procedure.
- Any participant or job applicant grievances should be addressed in writing to the Chief Executive or Chair of the Board.
- Scope for using lawful positive action, training and encouragement will be identified.
- Activities and employment opportunities will be promoted in publications and situations where they can be seen by currently underrepresented groups.
- Activities will be placed in spaces that are fully accessible.
- The Chief Executive and Board of Trustees are responsible for ensuring that this policy is implemented.

### **References**

Where referred to, employment procedures and practices are in relation to the:

- Equality Act 2010
- Race Relations Act (RRA) 1976
- Equal Pay Act (EPA) 1970
- Disability Discrimination Act (DDA) 1995
- Sex Discrimination Act (SDA) 1975 and 1986
- Human Rights Act and the European Convention on Human Rights