



One Tenth Human
EQUALITY, DIVERSITY & INCLUSIVITY POLICY

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1) Summary: to be signed and returned at point of contract for all staff & freelancers

One Tenth Human exist to empower children and families with better stories about their own potential when it comes to STEAM. We focus on reaching people who are traditionally underserved and underrepresented in science, technology, engineering, arts, and maths. Promoting equality and valuing diversity is fundamental to our mission.

Everyone has the right to work and exist free from bullying, harassment, victimisation and discrimination.

We recognise some individuals, groups and communities are more likely to face discrimination, harassment and exclusion in society.

We will not accept unfair discrimination or less favourable treatment on the grounds of race, sex, gender, sexual orientation, age, religion or belief, disability, class, marriage and civil partnership, gender re-assignment or pregnancy and maternity activity as an employer or in the running of our organisation.

Everyone should understand they, as well as the company as an entity, can be held personally responsible for acts of bullying, harassment, victimisation and discrimination.

We will take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by trustees, employees, contractors, suppliers, volunteers, visitors, the public and any others in the course of One Tenth Human's activities.

If anyone feels they have experienced or witnessed such discrimination they should raise this as soon as possible:

- In the first instance, contact your line manager.
- If this is not possible, does not feel appropriate, or your initial complaint is not satisfactorily dealt with, contact the Artistic Director, Sarah Punshon: sarah@onetenthhuman.com
- If this is not possible, does not feel appropriate, or your initial complaint is not satisfactorily dealt with, contact the EDI Champion on our Board of Trustees, currently Dermot Daly (also our Co-Chair): dermotdaly2000@gmail.com

I have read and understood the summary above, and have been sent the full policy for information.

Signed:

Date:



2) Overall aims

The aim of this policy is to ensure One Tenth Human is an organisation where:

- Every adult and child involved in our work feels welcome and is able to participate at their best.
- Our participants, audiences, staff teams are as diverse as the general UK population.
- Decisions are fair and based on merit, competence and potential.
- In our work we take account of individuals' experiences and needs.
- Unfair discrimination is not tolerated.

We understand that to do this we will need to address the root causes and impacts of stereotyping, prejudice, discrimination, harassment and victimisation as well as the indirect discrimination that can unintentionally arise from our policies, practices and procedures.

Through this policy we also aim to;

- Attract and retain Freelancers, Participants, Audiences, Trustees, Funders, and Consultants that reflect the diverse communities in which we operate and who are committed to our equality principles.
- Build an organisational culture that is tolerant, open and inclusive and where people feel safe, where differences are accepted, engagement is apparent and the contributions of all are encouraged, valued and respected.

3) What we will do

In order to translate this policy into action we will;

- Add Equality, Diversity, & Inclusivity as a standing item to Board meeting agendas.
- Make sure we think about accessibility from the start of a project or recruitment process, making reasonable access adjustments whenever necessary.
- Prioritise diversity in recruitment: for example, never putting together an all-white cast or an all-white creative team for one of our shows; actively seeking out diverse talent, maintaining lists of artists & technical team members with protected characteristics. In order to match the diversity of modern Britain, our target is that at least 20% of the people we pay each year, and at least 20% of our Board, are people who identify and are identified as experiencing racism.¹

¹ In keeping with ongoing discussions of the "BAME" (Black, Asian, and minority ethnic) acronym being inaccurate, meaningless and reductive, we prefer the term "people who experience racism". Where possible, we advocate use of specific terms of reference, as advocated by #BAMEOver's "Statement for the UK" (<https://incarts.uk/%23bameover-the-statement>); where a collective term is necessary, we advocate use of "people who experience racism", qualified by a description – where possible – of who is being referred to.



- Ensure our shows reach as diverse an audience as possible through continually developing producing models, audience development and participatory work (see our Audience Development plan for more detail).
- Communicate this policy to all our freelancers and participants, so that they are aware of our commitment to treat them fairly and their obligation to operate in line with this policy: require a signed summary statement at point of contract.
- Provide all new freelancers with our Access Rider form at point of contract.
- Make this policy available on our website.
- Take appropriate action when incidents occur which breach this policy (see below).
- Monitor and collect evidence on the impact of our policies, practices, procedures and workplace cultures on equality issues.
- Implement tailored positive actions to respond to the evidence we collect.

4) Our Legal Duties

The Equality Act 2010 is that everyone has the right to be treated fairly at work or when using services. It protects people from discrimination by freelancers and service providers on the basis of nine protected characteristics:

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

In addition to the above we will not treat freelancers, audience members or participants unfairly on the grounds of class or socio-economic barriers. We are ambitious to help overcome financial and cultural barriers that unfairly prevent engagement with our work, and will not tolerate cultural discrimination on the basis of class.

The Equality Act protects our Staff, Freelancers, Audience members, Volunteers, Participants and Trustees against:

Direct discrimination: This occurs where, because of a protected characteristic, a person receives worse treatment than someone who does not have that characteristic. For example, an employee is turned down for a job because their manager believes that their sexual orientation will prevent them gaining their team's respect. However, different treatment because of age is not unlawful direct or indirect discrimination if you can justify it, i.e. if you can demonstrate that it is a proportionate means of meeting a legitimate aim.



Age is the only protected characteristic that allows freelancers to justify direct discrimination.

Discrimination by association: This is discrimination against someone because they associate with another person who possesses a protected characteristic. For example, a man is treated less favourably at an event because of his friendship with an individual who is transgender.

Perception discrimination: This is discrimination against an individual because others think (incorrectly) that they possess a protected characteristic. For example, an employee is not offered the chance to represent her company at a major event because her line manager believes she has mental health issues.

Indirect discrimination: This occurs when there is a policy or a practice that applies to everyone but which particularly disadvantages people with a protected characteristic compared with people who do not have that characteristic. For example, including unnecessary criteria in a person specification that could increase the barriers for those with certain characteristics to applying.

Harassment: This is unwanted conduct related to a protected characteristic, which has the purpose or effect of violating an individual's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual.

Victimisation: This occurs when a person is treated less favourably than someone else because they have complained about discrimination, or are suspected of doing so or have supported someone else who has.

We expect our activists, staff, volunteers, Board members, contractors, consultants and visitors to behave in accordance with the above provisions. We will make our commitment to equality clear in our working with members, supporters and donors.

5) Code of Conduct

The Trustees have a responsibility to:

- Create, develop and monitor this policy.

The Artistic Director / Chief Exec has a responsibility to:

- Take responsibility for the delivery of this policy.
- Consider barriers to Equality, Diversity and Inclusion in the conception of projects and productions, and create action plans to ensure our projects are as accessible as possible.
- Implement a fair recruitment process when assembling teams
- Ensure robust Equality, Diversity and Inclusion policies from partners and organisations



when assembling teams for projects.

- Ensure freelancers and participants are fully aware of their responsibilities under this policy.

All Freelancers (including the Artistic Director) have a responsibility to;

- Treat others with dignity and respect.
- Report discrimination, bullying, unfair treatment or harassment that they experience or witness
- Help identify discriminatory practices or procedures and bring these to the attention of the Board
- Contribute to creating an inclusive learning environment that values difference.

6) Dealing with Discrimination or Harassment

If anyone feels they have experienced or witnessed discrimination by Freelancers, Participants or Audience members of One Tenth Human, they should raise this as soon as possible:

- In the first instance, contact your line manager.
- If this is not possible, does not feel appropriate, or your initial complaint is not satisfactorily dealt with, contact the Artistic Director / CEO, Sarah Punshon: sarah@onetenthhuman.com
- If this is not possible, does not feel appropriate, or your initial complaint is not satisfactorily dealt with, contact the EDI Champion on our Board of Trustees, currently Dermot Daly: dermotdaly2000@gmail.com

The appropriate individual will investigate the complaint, listening to all involved. (If the complaint is against one of these, that team member will not be part of conducting the investigation). If the complaint is against a particular individual, this person will have the opportunity to express their point of view. The person making the complaint will also have this opportunity.

If the complaint is against One Tenth Human as an organisation, the Executive Producer and Artistic Director will listen and work with the Board to ensure that such discrimination is not repeated in the future and produce an action plan of how they propose to do this.

Any decision to exclude a person from the organisation due to discriminatory or harassing behaviour will be made with reference to breach of this policy and/or contract .

We will support people who feel they have been harassed or discriminated against, and will not victimise or treat them less well because they have raised this.

7) Review



This policy was written and formally adopted by the Board of Trustees of One Tenth Human on _____ and will be reviewed at least every 2 years.

The review will focus on tracking progress, identifying challenges to delivery and devising ways to overcome these as well as checking that the policy aims and actions remain relevant.

Signed by: