



The Tin (The Tin Music and Arts) Equity, Diversity and Inclusion Policy

Introduction

The Tin recognises that there is a statutory duty to implement an equal opportunities policy. However, the aim of this document is to communicate the further commitment of the charity to the promotion of equity, diversity and inclusion in all aspects of The Tin Music and Arts. This goes beyond the legal duty and is in part a response to the growing awareness of the systemic barriers faced by people from less well represented groups and communities.

We are committed to taking all steps possible to ensure that all disadvantaged groups feel included, safe, and respected in any contact with our organization, our trustees, or our staff. We will work to ensure that our Board, our staff, and our activities are as inclusive as possible and seen to be so. The use of the term “Equity” demonstrates a commitment to fairness rather than an “equality of opportunity” that too often fails to recognise the many barriers to such opportunities faced by disadvantaged individuals and communities.

Diversity is seen as a positive contribution to all aspects of the Tin’s operations, management, and governance as it broadens perspectives and enriches everyone’s experience.

Coverage

This policy applies equally to staff, applicants for employment, volunteers, trustees and anyone in any official association with the charity. It also applies to members of the public, artists, promoters and contractors in so far as their behaviours when attending or working with the Tin contradict the basic values within this policy. Unacceptable behaviours will be challenged and persons may be asked to vacate premises or events.

Equal Opportunity

The Tin is committed to the principles and practice of Equality and in relation to our statutory duty, it is our policy to provide equality to all we engage with, irrespective of:

Our statutory duty

- gender, including gender reassignment
- marital or civil partnership status
- having or not having dependents
- religious belief or political opinion
- race (including colour, nationality, ethnic or national origins, being an Irish traveller)
- disability
- sexual orientation
- age
- pregnancy, maternity and breast-feeding

We are opposed to all forms of unlawful and unfair discrimination or exclusion. All members of the organisation will be treated fairly and will not be discriminated against on any of the above grounds.

Decisions on recruitment, selection for office, staffing arrangements, training or any other benefit will be made objectively, without unlawful discrimination, and based on aptitude and ability.

Equity, Diversity and Inclusion

Our values

Central to the Tin's ethos is the aspiration for everyone from all groups and communities or, indeed those who feel they are outsiders, to feel welcome, safe and respected in all our spaces, events, and activities.

We recognise that disadvantaged groups have historically suffered in various ways and have seen prevented from thriving within the cultural sector. The Tin wholeheartedly commits to ensuring equity, investment in, and opportunities with and for disadvantaged artists and creatives within the Tin's culture and work.

In addition, we will work towards making our physical and digital facilities as accessible for all as we can, given our size and resources, and the historical building in which we operate.

We acknowledge the rights of individuals and communities to choose how others refer to them whether that relates to ethnicity, gender, sexual orientation, disability or other characteristics. We will endeavour to use the most appropriate forms of language whilst accepting that we may be required at times to use outmoded reporting categories to comply with funding or other official requirements.

We also acknowledge the need to avoid stereotyping members of any community as this often limits the ability to understand and to empathise with individuals or groups.

We recognise that equity, diversity and inclusion in all our activities will enrich the organisation. This policy will help everyone connected with the Tin to develop their full potential, and the talents and resources of more people with a wider range of skills and experiences will be utilised fully to maximise the effectiveness of the organisation.

The Tin values the diversity of the local population. We want our services, facilities and resources to be accessible and useful to every citizen regardless of gender, age, ethnic origin, religious belief, disability, marital status, sexual orientation, or any other individual characteristic which may unfairly affect a person's opportunities in life. We want to be a diverse organisation to be able to build a more resilient future by harnessing all the expertise and abilities available to us.

Our Pledge

We are committed to:

- promoting inclusion and equity of opportunity for all persons
- pursuing diversity in all aspects of the Tin's operations
- promoting a good and harmonious learning environment in which all people of all genders, backgrounds or abilities are treated with respect and dignity and in which no form of intimidation or harassment is tolerated and everyone is able to flourish
- embedding active anti-racism and other anti-discrimination into all aspects of our organisation
- preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment and victimisation
- fulfilling all our legal obligations under the equality legislation and associated codes of practice
- complying with our own Equity, Diversity and Inclusion policy and associated policies

- taking lawful affirmative or positive action, where appropriate

Breaches of our Equity, Diversity and Inclusion policy will be regarded as misconduct and could lead to termination of employment, trusteeship or barring from events or activities.

This pledge is fully supported by the board of trustees

Implementation

The Director has specific responsibility for the effective implementation of this policy. We expect all staff to abide by the policy and help to create the environment which is its core objective.

In order to implement this policy, we will:

- communicate the policy to staff by issuing this policy to all existing, and new employees, trustees and volunteers;
- implement sound governance and management processes to embed this policy in all aspects of the Tin's organisation and operations;
- endeavour through appropriate training to ensure that it will not consciously, or unconsciously discriminate in the selection or recruitment of staff, trustees or volunteers;
- incorporate specific and appropriate duties in respect of implementing the policy into roles and responsibilities of the Director
- ensure that adequate resources are made available to fulfil the objectives of the policy;

Monitoring and review

We will establish appropriate information and monitoring systems to assist the effective implementation of our inclusion and equity policy. The effectiveness of the policy will be reviewed regularly (at least annually) and action taken as necessary.

Complaints

Staff, service users or visitors who believe that they have suffered any form of discrimination, harassment or victimisation are entitled to raise the matter through the agreed procedures. A copy of these procedures is available from the Director. All complaints of discrimination will be dealt with seriously, promptly and confidentially.

Every effort will be made to ensure that anyone who makes complaints will not be victimised. Any complaint of victimisation will be dealt with seriously, promptly and confidentially. Proven victimisation will result in disciplinary action and may warrant dismissal

Certification

Author/Reviewer	Elaine Tierney (Chair)
Author/Reviewer	Duncan Elliot (Trustee)
Date Revised	14 Feb 2023
Ratified by Trustees	15 Feb 2023