



Diversity and Equality Briefing Paper

Introduction

The Equality Act was implemented in 2010 which significantly expanded protections, but more needs to be done in order to bring about equality. Fair access to working in the arts and retention in the sector must be addressed in order to present a workforce that truly represents communities.

Recognising and promoting 2010 Equality & Disability Acts.

This can be demonstrated through inclusive recruitment throughout every level in the organisation, supported by monitoring of employment of women, black people and people with disabilities or long term mental health conditions and addressing any major imbalances.

Awareness of social models of disability and disability needs.

People are disabled by barriers in society, not by their impairment or difference. Barriers can be physical or can be caused by attitudes to difference. The social model is a way of recognising barriers that make life harder for disabled people. Removing these barriers creates equality and offers disabled people more independence, choice and control.

Paid Mentoring opportunities.

Paid mentoring opportunities for people from communities not currently represented within an organisation provide entry to the sector and are a practical step towards employment.

Where relevant, opportunities for employees of organisations can be mentored from underrepresented communities.

Training and Development for Freelance staff.

While diversity is unrepresented within your organisation, invest in your freelance staff, where you will find a wealth of talented diverse practitioners struggling to develop and make a living.

- Unconscious Bias
- Institutional Racism
- Cultural Knowledge
- Disability Awareness

Useful links:

Social Model of Disability: <https://www.shapearts.org.uk/News/social-model-of-disability>

[Creative & Cultural Skills: Best Practice Recruitment guide](#)

<https://www.accessdocsforartists.com>

[TUC Disabilities and Hidden Impairments in the workplace
https://cdn.elucidat.com/582af126868ef/projects/5b17e51130b56/resources/67f1ab03252c3ed9d1cb3026457eb312.pdf](https://cdn.elucidat.com/582af126868ef/projects/5b17e51130b56/resources/67f1ab03252c3ed9d1cb3026457eb312.pdf)

<http://www.equalityadvisoryservice.com/app/about>

[UK Gov Good Work Doc feb 2018](#)
[A written Diversity Statement - https://blog.ongig.com/diversity-and-inclusion/10-examples-of-the-best-diversity-statements/](https://blog.ongig.com/diversity-and-inclusion/10-examples-of-the-best-diversity-statements/)

Socio-Economic Diversity and Inclusion in the Arts; A Tool Kit for Employers
<https://jerwoodarts.org/projects/weston-jerwood-creative-bursaries-2017-19/toolkit/>