



# Royal Society of **SCULPTORS**

## **Diversity policy & procedure:**

The Royal Society of Sculptors is fully committed to the elimination of unlawful and unfair discrimination and values the differences that a diverse workforce, Board and volunteers bring to the organisation.

The Society will actively encourage diversity to maximise achievement, creativity and good practice and to bring benefits to individuals, members and communities.

The Society will not discriminate because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (which includes colour, nationality and ethnic or national origins), religion or belief, sex or sexual orientation. It will not discriminate because of any other irrelevant factor and will build a culture that values meritocracy, openness, fairness and transparency.

All employees are responsible for the promotion and advancement of this policy. Behaviour, actions or words that transgress the policy will not be tolerated and will be dealt with in line with the Society's disciplinary policy.

The policy is applicable to all employees, clients, communities, suppliers and contractors, whether permanent or temporary. The policy applies to all processes relating to employment and training and to any dealings with members and visitors. Decisions relating to members and visitors will be based on business-related criteria only and any irrelevant information will not form part of the process.

The policy will be reviewed on an on-going basis to reflect changes in the law, demographics and internal business requirements. Progress relating to the policy will be recorded annually and a full report will be presented to the Board to debate progress and review the policy status.

The publication of a diversity policy enables the Society to send out a strong message of commitment, both internally and externally. Although the diversity policy is a fundamental part of the Society's diversity strategy, it will be brought to life only if it is reinforced by a focused and structured strategic diversity plan. In order to do this the Society is committed to the following processes.

The Society will:

- identify a Trustee champion for leading the diversity strategy;
- encourage, promote and celebrate diversity in all our activities ;
- ensure that communication imagery and graphics are inclusive, and reflect and reinforce the words within the documentation;
- ensure that mainstream business communications reinforce the inclusive messages and become mainstreamed into day-to-day processes;
- confront and challenge discrimination where and whenever it arises whether it be between colleagues or in any other area relating to the Society's work; and
- co-ordinate an equality and diversity action plan.

**April 2018**