



Equality & Diversity Policy

2020

Universal Declaration of Human Rights

Article 27

“Everyone has the right freely to participate in the cultural life of the community, to enjoy the arts and to share in scientific advancement and its benefits.”

Nenagh Arts Centre has created this Equality & Diversity Policy in order to be proactive in recognising and removing barriers which people from all backgrounds may face in accessing our programme and services, across the grounds of gender, marital status, family status, age, disability, sexual orientation, race, religion and membership of the Traveller community. It is considered alongside the organisation’s Mission and Vision.

Our Vision

Create cultural opportunities that engages our community

Our Mission

- Programme a wide range of creative activities that our communities can access to enhance individual and community wellbeing.
- Develop a creative culture that puts children at the centre, supports the development of our youth and fosters an appreciation of our diverse culture.
- Employ professional arts practitioners whose work is relevant and engaging and offer residency opportunities for artists to develop new work.
- Engage with new and existing audiences through outreach programmes that promote creativity, encourage participation and cultivates an entitlement to arts access.

Equality and Diversity are built into the Vision and Mission, above, with the emphasis on our communities, diverse culture, artist development, engagement and entitlement to the arts.

Equality and Diversity Aims

Programme

- To create a rich programme of events that reflects a range of artists, interests, cultures and creative practice from our community and the world we live in.

Audiences

- To create an audience that reflects the diversity of Nenagh
- To increase engagement with targeted groups and organisations within our community

Governance

- To exceed the legal obligations for Equality and Diversity and fully comply with Irish and European law.

Leadership and workforce

- To reflect the diversity of our community in our workforce and Board
- To create a working environment that promotes dignity, respect and value for every employee.

Implementation & evaluation

Day to day responsibility for equality & diversity lies with the Artistic Director of Nenagh Arts Centre.

All staff members are expected to abide by all related laws on this subject. This policy will be reviewed yearly at Board level to ensure we are inline with Irish & European laws