

Ort Gallery | Equity & Inclusion Policy

It is our policy to treat all visitors, audience members, artists, staff members and volunteers fairly and equally regardless of their gender, sexual orientation, marital status, socio-economic class, race, colour, nationality, ethnic or national origin, religion or belief, age, disability, union membership status or Pregnancy and maternity status.

Religious Inclusion

We are committed to creating an environment that is inclusive to all faiths. Islamophobic and anti-semitic language and attitudes will not be condoned by either staff or audience members.

We understand that anti-terrorist legislation and practices are often racist. Our audience have the right to participate with our work without threat of suspicion or hate due to their religion. They also have the right to participate in safe spaces without the threat of others' agendas, extremist propaganda or grooming.

Additionally, our audiences have the right to practice their religion how they see fit, and will not be shamed for their individual faith practices such as religious clothing or access requirements.

While all events may not be inline with individual religious beliefs we strive to ensure our environment is inclusive of all religions and welcome suggestions on ways we can improve our efforts. We strive to always have a prayer room available.

Disability and Access

Following the Social Model of Disability, it is our policy that persons who hold additional needs and/or disabilities should be central in the conversation on access. We encourage all staff and audience members of Ort to communicate their individual needs and have strategic systems in place to ensure these conversations are frequent and empowering. We are also committed to making the all adjustments as required to ensure an equity of access.

Access to us is more than this tough. We include the conversation on access in all our stages of work. We discuss it with funders and find appropriate budgets for access costs, we speak to people with different access needs when designing new projects and ensure their voices are heard. Ideally we allow them to lead our projects and if this is not possible we at the very least pay them and credit them for their expertise.

Anti- racism

We are striving to make Ort Gallery a Pro-Black space where Black lives are celebrated and supported through a safe environment, development opportunities and equal pay. Please see our Black Lives Matter action plan which details the adjustments we are currently making and our plans for the future. We understand that zero tolerance of racism is only a starting point and are committed to seeking ways we can ensure our work does not further perpetuate the pain of systemic racism.

As an organisation we strive toward being equitable across all our work and make this a starting point for all new projects and working methods.

Gender Identity

It is our policy to respect the gender identity of all staff and audience members. Staff are encouraged **not** to make assumptions on persons' gender identity or pronouns. We ask that visitors and staff share their pronouns which will be adopted on request without further questions.

When organising events for "men" and "women" we always make it clear that we include trans men and/or women in these groups and we encourage our audiences, participants and team to decide for themselves whether or not they want to attend. We welcome everyone into our space. Organising events for specific groups is only ever in an attempt to create safe spaces for vulnerable people.

Recruitment

The diversity of our staff, artists and freelancers are the source of Warmth at Ort Gallery. It is our policy to consider all applications regardless of age, gender identity, sexuality or religion. We are a disability confident employer and welcome applications from those with both learning and physical disabilities. We also welcome applications from those with dependents, and have made flexible and remote working available to support these staff members responsibilities.

To encourage a diverse range of job applicants we have made adjustments to our recruitment process. This includes accepting application submissions via audio or video applications and providing candidates with interview questions prior to their interviews.

We believe that all staff members should be paid for their work and contribution to Ort no matter their level of work experience. We also believe that those from lower social economic backgrounds should have access to all job roles and opportunities without having to compromise their standard of living.

We have publicly published our pay scales for all roles at our organisation as a rate-of-pay guide to emerging artists and freelancers. Additionally, Ort Gallery is a living wage employer.

If you would like to know more about our recruitment process please view our equitable recruitment policy and what we pay table.

General

Ort Gallery will regularly review this policy to ensure that the policy is, and continues to be, fully effective, as well as ensuring that no requirements or conditions are put in place that will disadvantage individuals. Ort Gallery is committed to the implementation and actioning of this policy.

The overall responsibility for the policy lies with Josephine Reichert, Director. However, all staff are required to comply with the policy and to act in accordance with its objectives so as to remove any barriers to equitable opportunity.

Any act of discrimination by employees or any failure to comply with the terms of the policy will result in disciplinary action which is outlined in our Grievances and complaints policy.

Written by Josephine Reichert (Finance & Fundraising Lead)

Signed off by Aisha Akhtar (Artistic Lead)

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Ort Gallery
www.ortgallery.co.uk