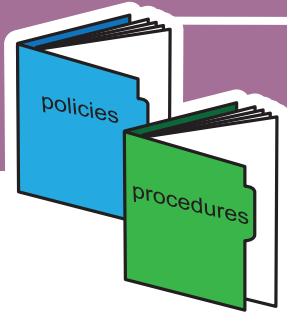


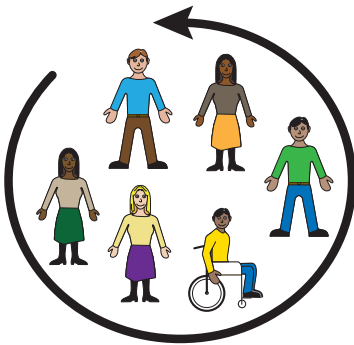


Pyramid Equality, Diversity and Inclusion



policies and procedures

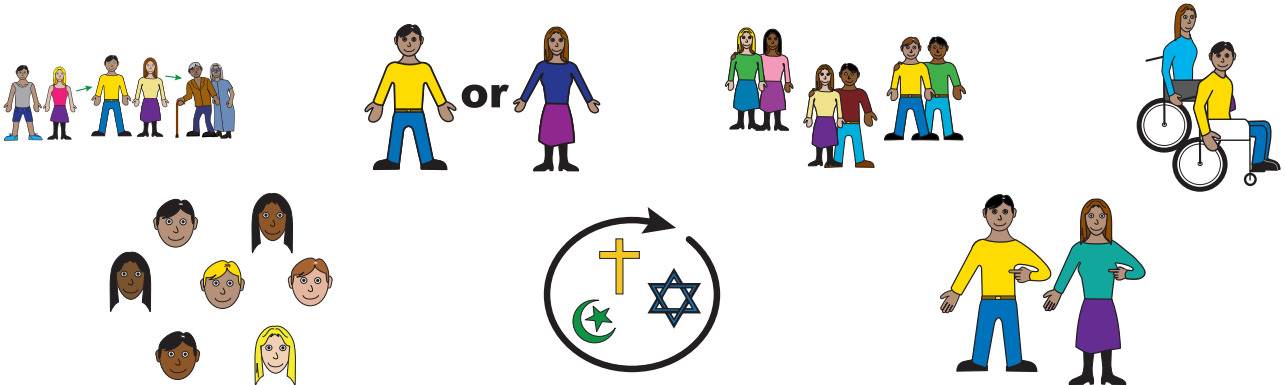
Equality and Diversity is very important at Pyramid



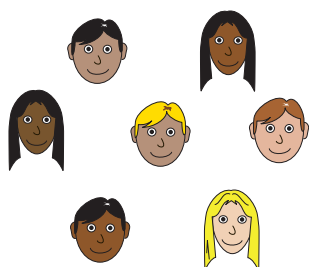
- making sure everyone has equal access to the things we do
- understanding that everybody is different
- always respecting each other
- not discriminating against people

Discrimination means treating somebody differently for reasons such as:

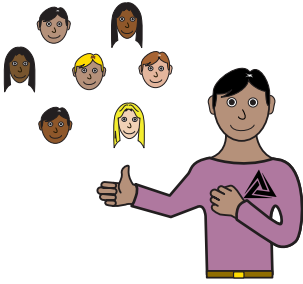
- age • ethnicity • gender • faith • sexuality • immigration status • disability



Everyone at Pyramid has different

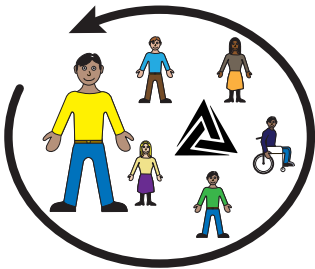


- knowledge
- skills
- backgrounds



We **value diversity** – everyone is different and we can all learn from each other

Involvement



We encourage everyone at Pyramid to get involved in decision-making.

For example:



- choosing what projects to do
- participating in Visioning Days and the AGM
- being a trustee



We will offer support and training to make sure everybody can contribute in the ways that they want to.



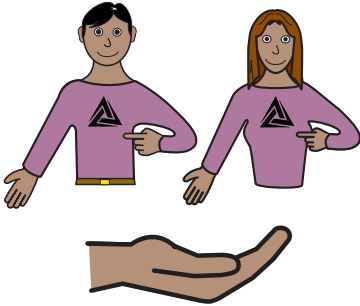
We will make our communication is accessible e.g. by producing easy-read documents and using symbols.



We will advertise in a wide variety of locations to make sure people from different communities hear about Pyramid of Arts and have the opportunity to join in.



Conduct



Everyone at Pyramid must be fair and respect others.

Discrimination, harassment or bullying is not allowed.

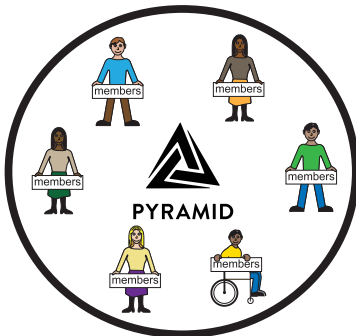
We have a Disciplinary Procedure and a Complaints Procedure, which we will follow if someone breaks the rules.

Physical access

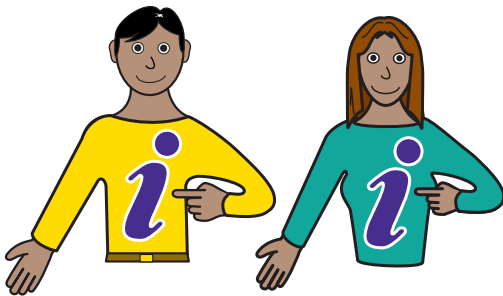


We make sure that our offices and venues are accessible and have appropriate facilities for people with physical disabilities.

Monitoring and review



We collect Equal Opportunities information about our members, volunteers, workers and staff to make sure we are being fair to everyone.



We use the information to see if there are any groups of people that are under-represented at Pyramid.