PAW Equality and Diversity Policy

The purpose of this policy is to

- Promote an inclusive, open and supportive environment for our members, visitors, volunteers and anyone engaging in any PAW activity, that respects everyone regardless of their age, disability, gender, race, sex, sexual orientation, religion or belief.
- To provide PAW members, volunteers, Friends and Trustees with the overarching principles which guide our approach to equality and diversity.

PAW is a charitable organisation, which gains its name from its annual visual and performing arts Festival once a year in late May/early June. The Festival celebrates the arts in all its various forms. Through concerts, exhibitions, talks and workshops, it seeks to inspire and support visual and performing artists to achieve their potential, involving people from across the community and encouraging everyone to participate and to enjoy a wide range of the arts.

Beyond the annual Festival, PAW provides a network for its artist members and offers year-round arts activities, some exclusively for its members, and other activities which reach out into the community to support and encourage engagement with the arts across the breadth of Purbeck. This includes creating links between schools or youth groups and practicing artists from all disciplines, so that young artists can directly experience workshops led by professional artists.

We are committed to treating all people with dignity and respect, valuing the diversity of all, and to eliminating all forms of discrimination on the grounds of race, gender, social class, sexual orientation, religion or any other relevant factors.

PAW will seek to do this by:

- ensuring that all trustees, members, volunteers and Friends are familiar with this policy
- holding our membership meetings in accessible venues
- keeping our membership fees as low as possible to encourage artists from all backgrounds
- offering supportive activities for newcomers and encouraging mutual support amongst the membership
- ensuring our public events and exhibitions are as accessible as possible to all
- offering cheap events tickets to students to encourage their participation
- remaining open to new ideas and ways of doing things

- offering a range of activities during our Festival that meet the needs of the local community
- reaching out to young people and older people and those with special needs through our community concerts and artist-led workshops.
- supporting young artists through our Bursary scheme.
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If there anyone (Members or volunteers) feel they have been discriminated against or harassed the Trustees will investigate the complaint, listening to all members involved. If the complaint is against a committee member, that member will not be part of conducting the investigation.

If the complaint is against a particular individual, this person will have the opportunity to express their point of view with a friend present. The person making the complaint will also have this opportunity.

If the complaint is against PAW as whole, the Committee must work to ensure that such discrimination is not repeated in the future, and must inform members of how they propose to do this.

Any decision to exclude a person from the organization due to discriminatory or harassing behaviour will be made with reference to PAW's Articles of Association and this policy document. PAW will support people who feel they have been harassed or discriminated against, and will not victimize or treat them less well because they have raised this.

The Designated Named Person for Equality and Diversity in PAW is:
Charlotte Heath (PAW Trustee): heath.c@purbeckartweeksfestival.co.uk
T: 07960 215939

This policy drawn up: 15.11.2021
Next Review: April 2022
Signed (Chair of Trustees): *Charlotte Heath*