



Aldeburgh Jubilee Hall

Equality, Diversity and Inclusion Policy

Introduction

At the Aldeburgh Jubilee Hall we believe that everyone should have equal opportunities to participate in and enjoy the arts and that everyone should feel valued and respected, regardless of their background.

We are committed to promoting equality, diversity and inclusion in all aspects of our work and we will make every effort to ensure that our policies and practices are inclusive and non-discriminatory.

This policy outlines our commitment to creating a safe and welcoming environment for everyone, regardless of age, race, ethnicity, gender, sexual orientation, religion, or disability.

Policy Statement

We believe that diversity is a strength and that everyone should have equal opportunities to participate in and enjoy the arts. To this end, we will make every effort to ensure that our policies and practices are inclusive and non-discriminatory.

Key commitments

1. **Promoting Equality:** We will promote equality and challenge discrimination by treating everyone with dignity, respect and fairness, regardless of their age, race, ethnicity, gender, sexual orientation, religion or disability.
2. **Encouraging Diversity:** We will encourage diversity by promoting a culture of inclusivity and respect and by creating opportunities for people from diverse backgrounds to participate in our programmes and events.
3. **Fostering Inclusion:** We will foster an inclusive environment by creating opportunities for everyone to get involved and by ensuring that everyone feels valued and respected, regardless of their background.
4. **Providing Accessibility:** We will provide accessibility to our programmes and events by making reasonable adjustments to accommodate the needs of people with disabilities.
5. **Monitoring and Review:** We will monitor and review our progress in promoting equality, diversity and inclusion on a regular basis and make any necessary changes to our policies and practices to ensure that we are meeting our commitments.

Responsibilities

It is the responsibility of Trustees, staff and volunteers to promote equality, diversity, and inclusion and to adhere to this policy.