

EQUALITY, DIVERSITY AND INCLUSION POLICY

At Lowry, people are at the heart of everything we do. We are proud to bring together creativity, community, and culture, and this is only possible when everyone feels they belong, in an environment where differences are not just accepted but welcomed and celebrated.

We are committed to creating a working environment where everyone feels safe, valued, and respected. We welcome and celebrate differences and expect everyone to treat others with dignity.

We do not tolerate discrimination or harassment in any form. This includes, but not limited to, racism (including antisemitism), hostility related to religion or belief (including Islamophobia), sex-based discrimination, and discrimination against Disabled people. These behaviours are harmful to individuals, our communities and our organisation.

All concerns about discrimination or harassment will be taken seriously and handled promptly, fairly and proportionately, in line with Lowry's Bullying, Harassment and Discrimination Policy, and our Grievance and Disciplinary procedures.

This policy does not form part of any contract of employment or other contract to provide services,, and we may amend it at any time.

WHO DOES THIS POLICY APPLY TO?

This policy applies to all employees, consultants, self-employed contractors, freelancers, casual workers, agency workers, volunteers, interns, suppliers and customers. All individuals covered by this policy share a responsibility to support and ensure its effective implementation.

DEFINITIONS

What is equality?

Ensuring fairness, making sure people have access to the same opportunities, while recognising that some may need different support to get there. It involves eliminating barriers and addressing historical and structural inequalities.

What is diversity?

Recognising and valuing the unique differences we all bring, from protected characteristics under the Equality Act 2010 to experiences, identities and perspectives.

What is inclusion?

What people experience day to day, feeling welcomed, valued, respected and able to fully participate. An inclusive culture is built through everyday actions, conversations and decisions which allow you to feel like you belong.

EVERYONE'S RESPONSIBILITIES UNDER EQUALITY ACT 2010

The Equality Act 2010 sets out expectations which protect individuals from discrimination or treating anyone less favourably based on protected characteristics:

- age
- disability

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- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race (including ethnicity or national origins, colour and nationality)
- religion or belief (including lack of belief)
- sex
- sexual orientation

Discrimination can take different forms and is not always obvious. It may include treating someone unfairly, excluding them, or creating an environment that feels intimidating, hostile or offensive.

The law recognises specific types of discrimination including direct and indirect discrimination, harassment and victimisation, these are defined in more details in our Bullying, Harassment and Discrimination Policy, which also explains how concerns will be addressed in line with our Grievance and Disciplinary procedures.

LOWRY'S COMMITMENTS

We recognise that commitments only matter when they are put into practice. We aim to:

- apply the principles of equity to all staff and all job applicants so that there is equality of opportunity
- reflect the diversity of the communities we serve across our workforce, artists, and partnerships
- create spaces where people feel confident to share perspectives, ask questions and learn from another respectfully
- make fair opportunities for everyone by transparent decision making and taking positive action where needed to reduce disadvantages
- support ongoing training, encouraging curiosity, reflection, and growth in how we understand equality, diversity, and inclusion
- continually review and update, employment practices, policies and procedures and any supporting actions plans to ensure fairness, equality and impartiality, including but not limited to; recruitment process, training and development, rewards and benefits, talent progression and disciplinary procedures
- we won't tolerate any form of bullying, harassment, discrimination or victimisation and will take concerns seriously and respond in a way that is fair, proportionate and consistent with our Bullying, Harassment and Discrimination Policy
- address behaviour where the expression of personal views (e.g. through conversation, clothing, symbols or materials) creates an intimidating, hostile or offensive environment, with action based on conduct and impact rather than the belief itself
- to ensure the safety of our workforce, we will follow policies and procedures to ensure our workforce are adhering to Lowry's expectations detailed across policies such as but not limited to, Safeguarding, Bullying, Harassment and Discrimination, Whistleblowing, Grievance Procedure and Disciplinary Procedure

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- ensure any disciplinary procedures and penalties are applied without discrimination whether they result in disciplinary warnings, dismissal or other disciplinary action
- during any termination of employment or working arrangements, uphold principles of fairness and objectivity and do not involve any form of discrimination
- monitor how this policy is working in practice

YOUR RESPONSIBILITIES

Everyone at Lowry has a role to play in creating an inclusive culture. You are expected to contribute positively, recognising that others may have different perspectives and experiences.

We do not expect anyone to have all the answers; however, we do expect a willingness to learn, reflect and take responsibility for your actions.

This includes but is not limited to:

- treating everyone with respect, dignity, and kindness in everyday practices
- being open to different perspectives, even when they challenge our own
- taking the time to consider how your words and actions may affect others, remembering how another person feels is not always aligned to your intention
- being mindful of shared spaces and conversations, recognising topics may feel different to different people
- taking responsibility for your actions even when you get things wrong. When mistakes happen, you acknowledge these, take responsibility and work towards learning and evolving your understanding
- speaking up, if you ever see or experience inappropriate behaviour, challenge it in a respectful way or report it in a confidential way, at the earliest opportunity with the appropriate person
- ensuring you do not engage in unlawful discrimination or harassment of others, whether within the workplace or in any work-related setting outside the workplace (such as social events, team meetings, or other associated activities), review the Bullying, Harassment and Discrimination Policy for further details

ROLE OF LEADERS

In addition to the above responsibilities, Leaders play an important role in shaping culture through everyday actions. You are expected to:

- lead by example, use everyday leadership scenarios to cultivate an open, inclusive culture based on learning, transparency, and setting the tone
- continue developing your own understanding on how to be an inclusive leader and support others to do the same.
- encouraging your team to speak up respectfully to encourage contribution and diversity of thought in decision making team dynamics and cross-departmental scenarios
- notice where barriers may exist in processes, procedures and policies and take steps to address them
- respond to concerns thoughtfully and promptly, using the appropriate policies and support available

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- identify training needs to ensure appropriate training is deployed across organisation as needed

RELATED POLICIES

The related policies listed below are not exhaustive, you are encouraged to review these, alongside any others:

Disciplinary Policy

Where there is evidence of bullying, harassment, discrimination including victimisation against any person disciplinary action will be taken. In some circumstances this will be found as gross misconduct which may merit summary dismissal, full details can be found in the Lowry's Disciplinary Procedure.

There must be no victimisation or retaliation against anyone who raises or reports discrimination. If you believe you have experienced or witnessed victimisation or retaliation in the workplace, you should raise this through our Grievance Procedure.

Bullying, Harassment and Discrimination Policy

If you have concerns relating to bullying harassment or discrimination, this policy explains what each term means, the support available to you, and Lowry's zero-tolerance approach to unacceptable behaviour.

Grievance Policy

Where a concern cannot be resolved informally, staff are encouraged to raise a grievance in line with Lowry's Grievance Procedure.

Health and Wellbeing Policy

This policy outlines our commitment to supporting staff and promoting healthy, safe and inclusive working environment.

Sexual Harassment Policy

For concerns relating to sexual harassment, this policy outlines what constitutes sexual harassment, how to report concerns, and the support available to those affected.

Whistleblowing Policy

If you have concerns about wrongdoing, malpractice or other qualifying disclosures within the organisation, this policy explains how to raise a concern through the whistleblowing process and the support available to you.

FURTHER SUPPORT

If you have any questions about EDI, please speak to your manager. If managers need advice, they can contact HR and EDI Manager.