



Boho Arts Limited. Equality, Diversity and Inclusion Policy

Statement of Commitment

Boho Arts is fully committed to promoting equality, diversity, and inclusion not only within our workforce but also in the delivery of our services. Our aim is to eliminate unlawful discrimination, ensuring that our workforce and the users of our services reflect the diversity of society. We strive to create an environment where every employee, volunteer, and service user feels valued and empowered to excel, while preventing discrimination against customers or the public in the provision of goods, services, or facilities.

Policy's Purpose

1. Equality and Non-Discrimination

Our policy's primary purpose is to ensure equality, fairness, and respect for all members of our workforce, whether they are temporary, part-time, full-time, or volunteers. We are firmly committed to refraining from any form of unlawful discrimination based on the protected characteristics outlined in the Equality Act 2010, including:

- Age
- Disability
- Gender reassignment
- Marriage or civil partnership
- Pregnancy and maternity
- Race (including colour, nationality, and ethnic or national origin)
- Religion or belief
- Sex
- Sexual orientation

2. Opposition to Unlawful Discrimination

We adamantly oppose all forms of unlawful discrimination, including unequal pay and benefits, discriminatory terms and conditions of employment, unfair handling of grievances and discipline, wrongful dismissal, redundancy, inadequate leave policies for parents, inflexible working arrangements, and biased selection for employment, promotions, training, or other developmental opportunities.

Our Commitments

1. Promoting Equality, Diversity, and Inclusion

Boho Arts is committed to promoting equality, diversity, and inclusion within the workplace, recognising that these principles not only align with best practices but also make sound business sense.



Boho Arts Limited. Equality, Diversity and Inclusion Policy

2. A Respectful and Inclusive Work Environment

We pledge to maintain a working environment that is devoid of bullying, harassment, victimization, and unlawful discrimination. Our commitment extends to upholding the dignity and respect of all individuals, valuing and acknowledging the unique contributions of our workforce and service users. It is our responsibility to ensure that all employees are educated about their rights and responsibilities under our equality, diversity, and inclusion policy.

3. Accountability for All

Every employee must comprehend that they, along with the employer, can be held accountable for acts of bullying, harassment, victimization, or unlawful discrimination that occur during their employment, whether directed at fellow employees, customers, suppliers, or the public.

4. Addressing Complaints

We take all complaints of bullying, harassment, victimization, and unlawful discrimination seriously, regardless of the source, and address them promptly.

5. Training and Development Opportunities

Opportunities for training, development, and career advancement will be accessible to all staff. We are committed to assisting and motivating our staff to achieve their full potential, harnessing their skills and abilities to enhance the organisation's overall efficiency.

6. Merit-Based Decisions

Decisions regarding staff, except where necessary exemptions and exceptions are permitted under the Equality Act, will be made solely based on merit.

7. Regular Policy Review

We will review our employment practices and procedures as needed to ensure fairness and will update them, along with the policy, to align with changes in the law.

8. Monitoring

To promote equality, diversity, and inclusion and fulfill the objectives and commitments outlined in this policy, we will monitor the composition of our workforce and users in terms of age, sex, ethnic background, sexual orientation, religion or belief, and disability. This monitoring will also assess the effectiveness of our equality, diversity, and inclusion policy and any associated action plan, with annual reviews and appropriate actions taken to address any issues.



Boho Arts Limited. Equality, Diversity and Inclusion Policy

Agreement to Follow this Policy

Our equality, diversity, and inclusion policy is fully endorsed by the board of trustees and senior management, who set a strategic example for our organisation. They ensure that equality, diversity, and inclusion are embedded in our mission and practices.

This joint commitment underscores our dedication to creating a workplace and service environment that not only adheres to the principles of equality, diversity, and inclusion but also thrives on them, contributing to the overall success and positive impact of Boho Arts.