



Policy name:	Magic Me Equality, Equity, Diversity and Inclusion Policy
Author:	Chloe Davies, Head of Operations
Approved by:	SMT & HR Committee
Approved date:	21st November 2022
Review schedule:	Annually

Revision number	Date	Details of Change(s)
Diverse Matters	July 2022	<p>Added Equity and Inclusion to the policy.</p> <p>Added Definitions</p> <p>Added legislation</p> <p>Added responsibilities – who the policy relates to (eg all stakeholders within the organisation eg employees, freelancers, volunteers, trustees)</p> <p>Added ‘breach of policy’</p>

1. Magic Me aims and philosophy

Magic Me is a registered charity formed in 1989. Its stated charitable aim is “To promote, maintain, improve and advance the education of children and adults towards a better understanding of ageing and the needs of elderly people and methods by which those needs may best be met.”

At the heart of Magic Me is the basic understanding that all people are individuals, with a capacity for growth and change at whatever point they are in their lives, is an expert in their own lives and we each have the insider knowledge and solutions to make our communities work better.

Magic Me’s intergenerational arts practice deliberately brings together people of different ages, for mutual benefit, learning and enjoyment. Within these groups, people of all generations bring diverse life experiences and cultural identities. Working together with Magic Me artists, these intergenerational groups create artworks, performances and events which uniquely reflect the people who make them and the places where they are made. These artworks and events are enriched by the coming together and contribution of all the individuals involved.

Each Magic Me project has agreed aims which fall into three key areas: arts and creativity; personal development; community development. Across these areas we aim to increase access to: the arts; learning; wellbeing and community involvement for younger and older people. All of our work seeks to help people understand each other and themselves better. We believe that through this we can eliminate discrimination, harassment and victimisation, build communities and promote positive attitudes to difference and good relationships between people of diverse backgrounds, genders, cultures, faiths, abilities and ethnicities - as well as people from different generations.

2. Equality, Equity, Diversity and Inclusion (EEDI) aims

- **Programme** - To create a rich programme that is exciting because it reflects a range of approaches, cultures and creative practices from our community of participants, our artists, our partners and beyond.
- **People** - To create a community around our work that reflects the energy and diversity of East London, our home base, and is inclusive of the other places within which we increasingly work.
 - To reflect the diversity of our community in our staff and Board making an accepting and welcoming organisation
- **Partnerships** - To work in partnership with people and organisations who will challenge our assumptions and from whom we can learn

- **Planning** - To ensure the organisation actively pursues best practice in Equality and Diversity through Board monitoring of the Equality and Diversity Action Plan (below) as well as full legal compliance with regard to UK and European law.

3. Policy

As an organisation we are committed to the principles of equal opportunity and equity for all because Magic Me:

- believes that striving for equality of access and opportunity is right and natural justice.
- believes that welcoming and increasing diversity of people across our organisation and programme will:
 - enrich and improve the experience of our participants, our workforce, our audiences and our community.
 - challenge and enrich our artistic practice, our intergenerational practice and the outcomes of our projects
- recognises its legal requirements to do so.

We want our workforce to be truly representative of both society and our participants, and for each employee/volunteer/freelance artist to feel respected and able to give their best. We are also committed to combatting unlawful discrimination of participants or the public.

Magic Me meets its statutory obligations and therefore this policy reflects the provisions of current legislation relating to the protected characteristics age, sex, gender, race (colour, race, nationality or national origin), sexual orientation, disability, gender identity, gender reassignment, pregnancy and maternity, marriage or civil partnership and religion or belief. Magic Me reserves the right to amend this policy to reflect the provisions of any new legislation as applicable.

Magic Me is also committed to equality of opportunity for people not protected specifically by law, but who can experience discrimination. This includes, for example, people who belong to a trade union or are refugees. We have a specific Policy on the Employment of Ex-Offenders.

This Policy applies to volunteers, artists, employees, trustees, freelancers and contractors working at/with Magic Me. They are both protected and bound by it.

4. Legal requirements

In valuing EEDI, Magic Me is committed to go beyond the legal minimum regarding equality. However, current equality legislation and associated codes of practice are taken into account, including, but not limited to the:

- Equality Act 2010
- Employment Rights Act 1996
- Part time working regulations 2000
- Rehabilitation of Offenders Act

- Equal Pay Act 1970
- Employment Equal Treatment Framework Directive 2000 (as amended)

The above legislation serves to protect individuals against all forms of discrimination because of a particular protected characteristic.

5. Definitions

Protected Characteristics

Protected characteristics refer to groups that are protected under the Equality Act. These are best described as certain attributes that people possess, which the law considers should be safeguarded. There are nine protected characteristics upon which discrimination is unlawful. These are: sex/gender, age, disability, pregnancy and maternity, ethnicity, sexual orientation, religion and faith, marriage/civil partnership and gender identity/gender reassignment.

Equality

Equality is about fairness, it is not about treating everyone in the same way, but it recognises that their needs are met in different ways. It is based on the legal obligation to comply with anti-discrimination legislation. Equality protects people from being discriminated against on the grounds of group membership (gender,sex, ethnicity, disability, sexual orientation, religion, belief, gender identity, age).

Diversity

Diversity is about valuing all visible and non-visible differences and recognising and accepting that harnessing these differences creates an environment where everyone feels valued. A diverse approach aims to recognise value and manage differences to enable all employees/individuals to contribute and realise their full potential.

Inclusion

Inclusion involves taking action to remove barriers to participation. It also involves eliminating discrimination and promoting equality.

Equity

Recognises that treating everyone equally has shortcomings when the playing field is not level. An equity approach emphasises that people should not always be treated the same, rather that they are treated according to their own situation and circumstances and the relevant barriers can be removed.

6. Breaches of policy

All complaints of discrimination will be sensitively investigated and, if proven, will result in appropriate action for the perpetrator. Any employee, volunteer, trustee, freelancer or consultant found to be in breach of this policy could be subject to disciplinary action and/or their continued engagement with Magic Me should be questioned.

7. Responsibilities

All employees, volunteers, trustees and freelancers will adhere to this policy. The Director of Magic Me is accountable for ensuring the policy is implemented.

Employees, volunteers, trustees, freelancers have a responsibility to:

- act in ways that respect and value the diversity of others.
- challenge and report any behaviour that could be interpreted as discriminatory.
- understand what is expected of them in terms of their performance, their behaviour and their conduct towards others.
- set a positive example at all times.
- listen to and respect others and discourage discriminatory speculations.
- challenge any behaviour that could be interpreted as unfair discrimination.

Our activities and events will be run according to this Policy. We will introduce the Policy and this way of working to project partners and participants in ways appropriate to their role. We will create an open environment where discrimination is challenged and participants are encouraged to voice their concerns and be treated with respect.

8. Anti-Racism Action Plan

Supplementary to this policy is an Anti-Racism Action Plan which has been agreed by the Board of Trustees and senior staff. It includes measurable targets relating to our four sets of aims (Programme, People, Partnerships and Planning) covering recruitment, employment, participation and communications.

If you have any questions or concerns about any aspect of this Policy, or Magic Me in relation to this Policy, please talk to the person who supervises your volunteering or work.

You may also talk to Susan Langford, Director on 020 3222 6064 or susanlangford@magicme.co.uk or David Russell, Chair of Trustees on chair@magicme.co.uk.

MAGIC ME EQUALITY, EQUITY, DIVERSITY AND INCLUSION POLICY

I have read, understood and agree to abide by this policy

Name

Signed

Date

Please sign this sheet and your own copy of the policy.
Return this sheet only to Magic Me and keep this policy to refer to.

It is important that we are alert to the issues discussed in the policy. Please contact Susan Langford on 020 3222 6064 with any concerns, comments or suggestions relating to this policy.