



EQUALITY AND DIVERSITY POLICY

1.0 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. We work to challenge notions of 'normal' which categorise us by, for example, age, gender, ethnicity, disability, sexuality or physical appearance. Magic Me believes that everyone is an expert in their own lives; 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 experience 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.

"Everybody was needed"

Feedback from an older man who participated in a project with primary school children, university students and members of a community centre for older people.

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.

2.0 EQUALITY AND DIVERSITY 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

“Thinking about what beliefs those around me share, and being gentle towards variations”

A participant’s response to the question “What can you do to keep the project going now it has ended?”

3.0 POLICY

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

- believes that striving for equality of access and opportunity is right and natural justice.
- believes that welcoming and increasing real 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 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, race (be it colour, race, nationality or national origin), sexual orientation, disability, gender or 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, staff, trustees and contractors working at/with Magic Me. They are both protected and bound by it.

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.

4.0 EQUALITY AND DIVERSITY ACTION PLAN

Supplementary to this policy is an Equality and Diversity 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 Alison Harvie, Chair of Trustees on chair@magicme.co.uk

This revised Policy agreed by the Trustees

1st November 2018

Next review of this policy

31st October 2020

**MAGIC ME
EQUAL AND DIVERSITY 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.