



Curious Motion – Equality, Equity, Diversity & Inclusion Policy

Curious Motion CIC recognises that equity, diversity and inclusion are an essential ingredient in a successful arts organisation and for wider social change. We are committed to encouraging equality, equity, diversity and inclusion and working to ensure there is no discrimination in our company. We want our team members to be truly representative of all sections of society. We want our company to be one in which every team member feels respected and able to give their best.

To that end, this policy provides a framework of equality, equity, and fairness for all involved in our work. It expresses our commitment not to discriminate on the grounds of age, disability, gender, gender reassignment, marital status (including civil partnerships), race, ethnic origin, colour, nationality, national origin, religion or belief, or sexual orientation.

This policy applies to all team members at Curious Motion, including employees, freelancers, and volunteers.

All team members, whether part-time, full-time or temporary, will be treated fairly and with respect. Selection for involvement in our work in any way will be on the basis of aptitude and ability. Access to opportunities for promotion, training or any other benefit will also be on the basis of aptitude and ability. All team members will be encouraged to develop their full potential and the talents and resources of the team will be fully utilised to maximise the creativity and success of the company, for the benefit of the communities and people we work with, alongside our team.

Curious Motion commits to:

- Actively seek to increase the number of people we work with (team and beneficiaries) who are from groups/ communities that are under-represented.
- Encourage an ethos of equality, equity, diversity and inclusion, where all team members feel welcome and valued.
- Continually monitor all our formal and informal employment/ hiring practices and procedures to ensure they are fair and help us to identify the most suitable team members.
- Identify and take opportunities to increase the diversity of our team.
- Ensure reasonable adjustments are made to enable disabled people to work or volunteer in or with our company.
- Create an environment in which individual differences and the contributions of all team members are recognised and valued.
- Ensure all team members able to work/ volunteer in an environment that promotes dignity and respect for all. We will not tolerate any form of intimidation, bullying or harassment.
- Ensure training, development and progression opportunities are available to team members as appropriate.
- Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees/ freelancers, customers, suppliers, visitors, the public and any others in the course of the organisation's work activities.

This policy is fully supported by the directors of the company. Breaches of the policy may be regarded as misconduct and could lead to disciplinary proceedings.

Further information related to this policy can be found in our Complaints Policy:

<https://curiousmotion.org.uk/policies/>

Review:

Last review and approval from board of directors: September 2024

Next review due: September 2025