

EDI AND EQUALITIES POLICIES

Equalities Statement

Without Walls abides by the Equality Act 2010 and is committed to ensuring that its activities, governance, and management practices do not discriminate, directly or indirectly, against any individual on grounds of the protected characteristics set out in the Act:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion and belief
- Sex
- Sexual orientation

Without Walls also recognises that discrimination can exist because of a person's employment status, health status, caring responsibilities, unrelated criminal convictions, socio-economic status, and identity.

Without Walls strives to combat all forms of discrimination and recognises that every individual has the right to equal treatment, equal respect, and equal access to its activities and employment opportunities. Without Walls acknowledges the existence of both conscious and unconscious bias and seeks to mitigate its effects through our commitments, training, and selection protocols.

If any individual believes that their rights as set out in this statement have not been adhered to, they have the right to complain by contacting Without Walls' Chief Executive and/or the Chair of the Board of Without Walls..

Without Walls works in partnership with a wide range of organisations. Each partner organisation is required to adhere to Without Walls' Equality Statement regarding any activities undertaken or services delivered in partnership with Without Walls. If any service is contracted out to another organisation as part of the delivery of Without Walls' activities, the organisation will be required to demonstrate that it has its own Equality Statement or policy, or to agree to act in accordance with Without Walls'.

Commitment to Anti-Racism

Despite efforts to create greater equity within the network, we recognise that systemic biases exist that hinder global majority artists and professionals from progressing to their full potential. We are committed to taking action to change behaviours, processes, systems, and policies that advantage one person over another based on the colour of their skin.



We are dedicated to social justice and addressing inequalities to create a more equitable sector. The systemic injustices within the network based on race and identity are rightly being scrutinised, and we are implementing new practices in our organisation to achieve real and sustainable change.

We will share our knowledge and learnings with our partners in the outdoor arts sector and hope they will reciprocate to address these inequalities together. We take pride in the diversity of the work we produce and the artists we support, but we acknowledge there is more to be done. Our governance bodies, leadership, and workforce do not yet reflect the diversity of our communities. We are committed to changing this and will act as an advocate for change in our sector.

We commit to measures that reduce these inequalities and address the issue of under-representation of people from global majority backgrounds within our organisations. We are listening to the artists, practitioners, and organisations we serve to shape our thinking about internal change and the role we can play externally to help drive change.

Commitment to Access

Without Walls is committed to inclusive working, ensuring there is representation and development for artists who identify as D/deaf, disabled, neurodivergent, and learning disabled, as well as providing an accessible experience for audiences at the outdoor arts festivals we work with.

We acknowledge there are imbalances in the industry and a lack of artist representation among our commissioned artists. We are committed to making this vital change.

We know that 16 million people in the UK identify as disabled or having an impairment, with 23% of working-age adults identifying as disabled. We are also aware that many people do not feel able to disclose an impairment and may live with hidden impairments, so the number may be higher. We want the outdoor arts sector to represent the communities our festivals serve.

We are committed to forging positive change. Undoubtedly, there will be times when we get things wrong. We will continue to listen, learn, and grow, becoming better allies to disabled people.

Dignity At Work

Without Walls is committed to creating an environment where staff, partners, and artists are treated with dignity and respect, unhampered by prejudices or preferences and where bullying and harassment is not tolerated.

Without Walls takes a zero-tolerance approach to all forms of behaviour that might violate the dignity of others. Zero tolerance means that we will never tolerate, condone, or ignore bullying, harassment or hate crime of any kind.

We recognise that these behaviours can take many forms. They may be carried out face-to-face or through electronic media; they may be subtle or overt abuses of power and microaggressions. Everyone has a



collective responsibility to encourage a culture of dignity and respect; to treat others fairly, with courtesy and consideration; and to always challenge inappropriate behaviour when it is safe to do so. Board members and Managers have a particular responsibility to lead by example, identifying inappropriate cultures and behaviours when these occur and taking prompt action to stop or prevent them.

Any allegation of discrimination, harassment, hate crime, bullying or victimisation will be treated seriously, regardless of the seniority of those involved, and anyone found to have behaved unacceptably may be the subject of disciplinary action. We will use our Grievance and Disciplinary Policies to address Dignity at Work issues and these are detailed in our staff handbook. Our Board and Action Groups work to a Code of Conduct policy.

A Learning Culture

Without Walls recognises that there is much to do to combat inequities, and we acknowledge that we won't get everything right. A commitment to proactive learning and continuous improvement is at the heart of our strategy. We recognise that not every action will succeed and that our strategy may need to be adapted or changed to meet our goals for progression. Actions detailed in our action plan may be revised if learning suggests a more effective course of action. Terminology may be updated as new vocabulary comes to the fore. Positive progress and successful actions will be embedded to become standard practice, and opportunities to upscale, repeat, and disseminate effective practices will be taken.

Training will be offered to Board, staff, network, and Directorate members in relation to equity, diversity, and inclusion. The delivery of regular EDI training is a commitment within our Equity, Diversity and Inclusion Action Plan. New voices, different structures, and external expertise will be utilised where needed.