

Grand Union

EQUITY AND INCLUSION POLICY AND ACTION PLAN

Introduction

This document sets out Grand Union's commitment to understanding the diversity of the region in which it works and our duties under the Equality Act, to create as welcoming an organisation as possible.

This policy sets out Grand Union's values and aims, followed by an action plan with clear, measurable objectives for the next 5 years that the organisation can be held accountable to. This policy and action plan will be at the heart of all activities undertaken by Grand Union's staff team and Board of Trustees.

Mission

Grand Union is a gallery and artists' studios complex in Digbeth, Birmingham that connects people with art and artists.

Grand Union supports learning, creating numerous contexts for art and life to intersect through a wide-ranging programme of projects, exhibitions and events. Its work places an emphasis on the importance of collaboration and artistic research. Many of these projects take place outside of the gallery, across the city, with many opportunities to share food and ideas.

Grand Union also provides high quality, affordable studios for visual artists in the heart of a supportive creative community, with frequent opportunities for members of the public to visit behind the scenes.

Charitable Objects

The promotion of the contemporary visual arts and the understanding and appreciation of the arts in general for the public benefit, by providing:

- (a) an arts centre and an exhibitions and arts events programme to enable the public to access, explore and enjoy high quality artistic experiences;
- (b) arts education programmes and activities for the wider public and to build capacity in the arts sector.

Strategic Aims

In the next five years we will:

- Take a lead to positively influence how Digbeth is regenerated, ensuring there is more affordable and accessible space for artists and arts organisations in the city centre. By bringing Junction Works, a Grade II listed building back into use, we will secure the future of arts provision in Birmingham and the resilience of Grand Union as a business. We will share our experience and expertise, presenting a model for other arts organisations and social enterprises to follow.

- Deliver an expanded and collaborative artistic programme, deepening our relationships with other organisations and people in Birmingham. We will continue to prioritise hosting people and exchange with our partners, with a focus on making ourselves a welcoming space and organisation, whilst being a critical resource for all.
- Continue to create opportunities to develop the careers of artists, curators and our workforce, ensuring good working practices throughout.
- Take proactive steps to ensure the whole organisation, including board members, staff, freelancers, studio artists and collaborators, reflects the population of Birmingham.

EQUITY AND INCLUSION POLICY

Statement

In recognition of direct and indirect discrimination on the basis of the following protected characteristics: race, sex, sexual orientation, marriage and civil partnership, pregnancy and maternity, gender reassignment, religion or belief, disability, age and also national or ethnic origin; Grand Union is committed to working towards providing equality of opportunity in its employment practices, board composition, marketing, artistic policies, programming and services offered to clients, participants and members of the public.

The Board of Trustees of Grand Union recognises its responsibilities in developing, implementing and monitoring the Equity and Inclusion Policy for the organisation.

Grand Union is committed to:

- Creating a programme that includes a range of artists, interests, cultures and creative practice from the local community and the wider world it inhabits.
- Representing and platforming under-represented voices.
- Creating a programme that can be accessed by a diverse audience.
- Ensuring the whole organisation meaningfully engages with equity and inclusion practice.
- Exceeding the legal obligations for Equality and Diversity and to fully complying with UK and European law.
- Reflecting the diversity of our region in our workforce and Board and creating a safe and welcoming organisation.
- Learning more about the deeply embedded structural reforms that are needed to make an equal society.
- Working in collaboration to learn from others and make effective use of limited resources.
- Using Grand Union's agency to contribute to societal change.

Grand Union will implement actions to:

- Ensure that no member of staff, board, volunteer, visitor, audience member or client is subject to unfair or unlawful discrimination.
- Ensure that staff and trustees understand the forms and effects of discrimination.
- Ensure the composition of the staff and Board better reflects the demographics of Birmingham.
- Promote our work digitally and where practically possible give alternative methods for audiences to engage in what we do if they cannot access them physically.
- Strengthen links with groups experiencing discrimination, and centre/platform them in our programmes.

- Increase awareness within the organisation of the needs of groups which experience discrimination in order to provide relevant services.
- Ensure that issues of equity and inclusion are central to the organisations policies, including artistic, safeguarding and environmental policies.

EQUITY AND INCLUSION ACTION PLAN

Monitoring and Implementation

Grand Union's Director will be responsible for developing, implementing and monitoring the policy in conjunction with the Board of Trustees.

Grand Union's Programme Director, Collaborative Programme Curator and all permanent members of staff will assist the Director in developing, implementing and monitoring the equity and inclusion Policy.

All contract and freelance staff will be required to promote equality of opportunity as part of their terms of engagement.

Related Policies

This policy should be read in conjunction with all other organisational policies and procedures which may be used to monitor and improve equity and inclusion throughout Grand Union's activities.

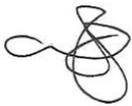
Review

Using the action plan outcomes as a baseline the effectiveness of this policy, the plan and associated arrangements will be reviewed annually by the Staff Team and Board of Trustees, taking into consideration any changes in legislation.

Date: 22 September 2020

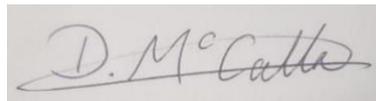
Review date: 22 September 2021

Signed:



Cheryl Jones, Director

Signed:



Diandra McCalla, Trustee

Governance and Workforce

| Outcome | Specific Actions | Resources | Lead | Timescale | Reference |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------|----------------------------------------------|----------------------------------------------------------------------------------------|
| <p>GU's Governing Board is reflective of the population living in the region in which we are based.</p> <p>This is important to GU's core values - demonstrating the importance of bringing together a range of people to create, present and experience art.</p> | <p>Recruit new Trustees</p> <p>GU will seek representation that is not tokenistic and recognises that it should therefore draw on people whose knowledge and expertise enable them to speak authoritatively on the issues with which GU is concerned.</p> <p>The diversity profile of the Board of Trustees will be recorded and understood by the Trustees and Staff. Data will be anonymised.</p> <p>*Update January 2021 - Statistics on board diversity in relation to Birmingham's population to be published with targets for 2021-22</p> | <p>Advocacy and time</p> <p>Trustees and staff to target recruitment to ensure there is a diverse profile of new members.</p> | <p>Trustees Dorothy Wilson (chair)</p> <p>Director Cheryl Jones</p> | <p>By end of 2020</p> <p>*By Spring 2021</p> | <p>Minutes of Grand Union Board Meeting September 2020 - 3 new trustees recruited.</p> |
| <p>GU's Staff Team is reflective of the population living in the region in which we are based.</p> | <p>Review recruitment strategies, and employment policies and procedures Ensure they are in line with best practice.</p> <p>Ensure selection committee is representative This will mean including Board members and external parties in recruitment processes.</p> <p>The diversity profile of the Staff Team will be recorded and understood by the Trustees and Staff. Data will be anonymised and published, with targets set in relation to Birmingham's population.</p> | <p>Consultancy Jerwood Weston will be providing advice that will inform all future GU recruitment strategies.</p> | <p>Director Programme Director Trustees</p> | <p>By Spring 2021</p> | <p>Grand Union Business Plan 2021-23 [in progress]</p> |

| | | | | | |
|----------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>GU is an educated and informed organisation, understanding equality law, structural and institutional bias and prejudice</p> | <p>Training for whole organisation:</p> <ul style="list-style-type: none"> - Unconscious Bias Training - Team to research other appropriate training. <p>Organisation is engaged in best practice</p> <ul style="list-style-type: none"> - Relevant reading material distributed and discussed - Consultancy is sought where appropriate <p>All Staff and Trustees will be supported to feel as comfortable as possible to raise and discuss related issues. GU recognises these conversations and discussions are often uncomfortable and aims to provide a safe space in which to have open conversation.</p> <p>Grand Union is signing up to Culture Central's More Than A Moment Pledge which aims to improve the West Midlands Arts Sector with and for Black artists and Creatives.</p> | <p>Budget Allocated for training, reading materials and consultancy.</p> <p>Time for research and discussion.</p> <p>An online shared resource folder is available to all staff and board members. All are welcome to contribute to this resource.</p> <p>Director and Trustees to attend More Than A Moment progress meetings (quarterly)</p> | <p>Director Staff Team Trustees</p> | <p>Unconscious Bias Training undertaken by Spring 2021.</p> <p>GU team are working on this resource list being made into a pdf / hyperlinked to download resources. To be put online by end of November and updated bi-monthly.</p> <p>November 2020 - Grand Union signs up to The More Than A Moment Pledge.</p> | <p>A Shared folder which we are in the process of updating can be found at https://drive.google.com/drive/folders/1yLSASDuZiFpkcp6BZ1SRzq7sqVlfgN3U?usp=sharing</p> <p>More Than A Moment Pledge https://www.culturecentral.co.uk/wp-content/uploads/2020/10/More-Than-A-Moment-The-Pledge.pdf</p> |
| <p>GU provides a safe and welcoming workplace.</p> <p>GU is committed to creating a workplace where every individual feels they have the</p> | <p>Staff handbooks and organisational policies are reviewed and updated annually.</p> <p>Annual appraisal system is in place for all Staff Members.</p> <p>Internal complaints, whistleblowing and grievance</p> | <p>Time Consultancy</p> | <p>Director Trustees</p> | <p>By February 2021</p> | <p>Staff handbook [update in progress]</p> <p>Volunteer handbook [to be updated]</p> <p>Complaints,</p> |

| | | | | | |
|-------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|--|--|----------------------------------------------------------------------------------------------------------|
| <p>opportunity to voice opinion, raise concern and impact policy and procedure.</p> | <p>procedures are included in staff handbooks given to each member of staff at the start of their employment.</p> <p>Freelance artists, curators and project partners have an opportunity to feedback in debriefing sessions with project leads.</p> <p>Develop complaints, whistleblowing and grievance procedures for freelance workers and project partners.</p> | | | | <p>whistleblowing and grievance procedure for freelance workers and project partners [to be created]</p> |
|-------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|--|--|----------------------------------------------------------------------------------------------------------|

Programme, Partnerships and Collaborations

| Outcome | Specific Actions | Resources | Lead | Timescale | Reference |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------|----------------------------------------------------|-------------------------|-----------------------------------------------------------------------------------------------|
| <p>GU is committed to creating an artistic programme that is relevant to the region in which it is based, whilst connecting to leading international artistic practice.</p> | <p>Develop a clear artistic policy</p> <p>GU's artistic policy will be made available to the public. It will outline:</p> <ul style="list-style-type: none"> - GU's strategies for developing artistic programmes and partnerships. - Selection processes for artistic opportunities created by the organisation. - Approach to fundraising. | <p>Time</p> <p>External advice</p> | <p>Director and Senior Programme Team Trustees</p> | <p>By February 2021</p> | <p>Artistic Policy [to be created]</p> <p>Grand Union Business Plan 2021–23 [in progress]</p> |
| <p>GU works to provide an accessible artistic programme</p> | <p>Programme outcomes are in multiple formats</p> <ul style="list-style-type: none"> - Programming team ensures that live content considers potential accessibility issues and seeks to provide alternative formats to address those. - Programming team ensures that all online content is accessible, providing captions and alt text descriptions as standard. | <p>Time</p> <p>External advice</p> <p>Budget for alternative formats</p> | <p>Programme Director Programme Team Trustees</p> | <p>Ongoing</p> | <p>Artistic Policy [to be created]</p> <p>Grand Union Business Plan 2021–23 [in progress]</p> |

| | | | | | |
|----------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------|------------------------------------------------------------------------------------------------------|----------------|------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>GU is an accessible venue</p> | <p>Work towards moving into a new venue</p> <ul style="list-style-type: none"> - Designs feature accessible spaces. - Design team seeks consultation from people who have lived experience of barriers to enjoying public venues. - Studio and office space is considered in the same way as more public areas such as gallery/events space/cafe. | <p>External advice Budget for consultation</p> | <p>Trustees - Capital Sub Group Director Capital Project Management Team</p> | <p>Ongoing</p> | <p>Junction Works Public Consultation Report</p> <p>Junction Works Architectural Designs and Planning Conditions documents</p> |
|----------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------|------------------------------------------------------------------------------------------------------|----------------|------------------------------------------------------------------------------------------------------------------------------------------------|