

## Equality & Diversity Policy

It is one of our core objectives at the Grotto to welcome new and diverse audiences. We are therefore committed to creating an environment in which our employees, visitors and partners are treated fairly and without discrimination. Our aim is to create a culture that respects and values the differences between individuals.

The purpose of this policy is to continue to meet and exceed our legal obligations under the Equality Act 2010 to create a non-discriminatory environment and promote equality of opportunity. We will not tolerate unlawful discrimination on any grounds including age, disability, gender reassignment, pregnancy and maternity, race, including ethnicity and national origin, religion or belief, gender and sexual orientation.

Our principles are:

- Making the Grotto accessible and welcoming to the full range of audiences, respecting their diversity;
- Promoting positive and respectful relationships amongst colleagues and visitors, including respect for personal preferences and lifestyles choices;
- Taking positive steps to tackle unlawful and unfair discrimination, inequality and unfairness;
- Adopting practices that make the best use of individuals' differing skills and talents;
- Supporting a culture that values differences and recognises that treating people unequally can have negative impacts in their dignity, self-esteem and confidence;
- Focusing on improving our outcomes with the aim to raise standards and improve lives.

Our actions are:

- Work with partner organisations from the local community and farther afield to engage a diverse audience and workforce;
- Carry out outreach work, including with young audiences, in order to raise awareness of the heritage of our site and the local area;
- Base job requirements around competencies and skills rather than academic qualifications or sector-exclusive experience;

- Support successful candidates with on-the-job training and sector knowledge that they may not have upon joining the team;
- Ensure all employment practices are managed with fairness and equity.

We expect all colleagues to support this vision and continue to ensure that the principles of equality, diversity and inclusion in the workplace are upheld. They will promote these principles in the work they do and in the decisions they make as part of their roles. Everyone working at the Grotto will treat colleagues, visitors and partners with the same dignity and respect with which they would expect to be treated.

Employment practices:

We are an equal opportunity employer and aim to attract candidates from all backgrounds. We are committed to ensure that all job applicants and employees are treated equally and fairly. The Grotto aims to recruit, retain and develop employees based on the value of their contribution and potential. Equal treatment applies to all aspects of employment including: recruitment, pay, hours, holidays, work allocation, sickness benefit, training and promotion.

This policy applies – where relevant - to all employees at, and visitors to, the Grotto.