

## **Equal Opportunities Statement**

*Baltic is working towards achieving diversity and welcomes applications from all sections of the community.* Baltic fully accepts and welcomes the fact that society consists of many diverse groups and individuals, and that this diversity is an asset to Baltic.

As an arts centre dependent for its success on the full involvement of users and visitors and as an employer, Baltic recognises that it has a moral and legal responsibility to promote equal opportunities. In addition, Baltic recognises that the pursuit of equality of opportunity is essential for a productive and professional working environment.

This policy states Baltic's commitment to being an equal opportunities employer and is an integral part of every aspect of our activities. It is based on the most recent legislation and represents Baltic's commitment to tackling inequality, discrimination and disadvantage. Our goal is equality of opportunity for everyone who uses, visits, works in and works for, Baltic and we will provide services and develop employment practices accordingly.

In particular, Baltic is committed to making sure that there is equality of opportunity in terms of access to Baltic and its services, and that this reflects, and is appropriate to the needs of the diverse communities using and visiting Baltic.

Prospective and present employees are afforded equal and fair treatment in relation to recruitment, selection, terms and conditions of employment, training and promotion. Baltic will work to actively combat discrimination and make sure that prospective or present employees, and those who wish to use and visit Baltic, are not treated less favourably on the grounds of protected characteristics.

Baltic is committed to making sure that we provide equal opportunities in employment, and that we do not unfairly discriminate against any applicant for any reason. Baltic therefore welcomes applications for the Baltic|States Residency from all sections of the community, in particular under-represented groups – people with disabilities, and minority ethnic applicants.

Will make sure that we do not discriminate unlawfully when we select, and that the selection process is based on the merit of the applicant's application which outlines how this residency opportunity will be of benefit to their artistic practice. Will conduct regular monitoring data collation and analysis in order to identify and address barriers to equality of opportunity.

## **Equality Monitoring Questionnaire**

When applying for this residency opportunity, please complete the separate questionnaire to enable us to monitor the effectiveness of our selection process, so that we can ensure that the selection is carried out fairly.

The information you provide will also help us to identify any barriers to the selection. Your answers will be treated in the strictest confidence and used for statistical monitoring purpose only. Your completed form will not be seen by those responsible for shortlisting and will not, therefore, form part of the selection process.