

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 dependant 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 job applicant for any reason. BALTIC, therefore:

- Welcomes job applications from all sections of the community and will consider applicants for jobs on the basis of their relevant experience, qualifications, skills and abilities.
- Welcomes job applications from under-represented groups - in particular, people with disabilities, and minority ethnic applicants. Will make sure that we do not discriminate unlawfully when we decide who to employ and that selection decisions for jobs are based solely on people's merit and ability to do the job, to enable us to appoint the best people to work for BALTIC.
- Will make sure that any qualifications or conditions or requirements applied to a job are relevant and justifiable in terms of the job to be done.
- Aims to create a suitably skilled workforce that includes employees who may be under-represented.
- Will conduct regular monitoring data collation and analysis in order to identify and address barriers to equality of opportunity.