

Equal Opportunities Statement

BALTIC and Shape Arts are working towards achieving diversity and welcome applications from all sections of the community. BALTIC and Shape fully accept and welcome the fact that society consists of many diverse groups and individuals, and that this diversity is an asset.

As organisations dependent for their success on the full involvement of users and visitors, and as employers, BALTIC and Shape recognise that they have a moral and legal responsibility to promote equal opportunities. In addition, BALTIC and Shape recognise that the pursuit of equality of opportunity is essential for a productive and professional working environment.

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

In particular, BALTIC and Shape are committed to making sure that there is equality of opportunity in terms of access to BALTIC, Shape and our services, and that this reflects, and is appropriate to the needs of the diverse communities using, visiting and working with BALTIC and Shape.

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

BALTIC and Shape are 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 and Shape therefore welcome applications for the BALTIC x Shape *Emergent* Residency from all sections of the community, in particular under-represented groups – people with disabilities, and minority ethnic applicants.

BALTIC and Shape 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. We 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.