



Diversity and Inclusion Policy And Action Plan

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Diversity, Inclusion and Intersectionality Statement

Greentop is committed to creating an environment that is enriched by the diversity of staff and participants in the circus arts. This Diversity and Inclusion statement is created to protect marginalised communities and those with protected characteristics. We recognised that circus has historically been at the margins of society and recognise that making space for difference is embedded in circus culture.

At this circus centre, we welcome and aim to create space and opportunities for people from the following protected characteristics; age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

In recognition of this we actively want to create space and opportunities for LGBT+ people, Disabled people, Neuro-diverse people, The Global Majority (BAME), Women, trans and non binary people, people of all ages including older people, those undergoing Gender Reassignment, people living in different domestic, emotional and sexual relationships, people of all Nationalities and ethnicities, refugees and asylum seekers.

The principle of welcoming diversity applies across all aspects of the organisation including:

- Creating a welcoming environment
- Teaching, learning, creating and training
- Recruitment, selection and staff training
- Marketing, recruitment, support, assessment/accreditation and progression opportunities for learners.

Through training the staff at Greentop have developed a deep understanding and respect of Intersectionality and the role it plays within diversity and inclusion. It has been taken into account when creating this statement.

This Diversity and Inclusion Statement will be split into different sections to outline how, as an organisation, we will, break barriers and build relationships.

Creating a welcome and safe environment

Greentop staff have taken part in Anti-Racism Training and Disability Awareness training to develop Anti-Racist dialogue and awareness and dismantle ableist bias within the organisation. This training has been the start of developing wider intersectional understanding and addressing questions around exclusion. Greentop will carry on this work through the Intersectional Working Group and through all levels of the organisation.

Teaching, Learning and Training

All staff, students and volunteers will be given equal opportunity and access to training to enable them to progress both within and outside the organisation [JT1].

Recruitment and Selection

- Greentop abides by the 2010 Equality Act.
- Implementing reasonable adjustments when needed for interviewees and staff
- When putting out a new job description Greentop will include the following (or an amended version)

"We actively encourage people from communities that are under-represented in the UK arts sector to apply to join us and bring their talent, experience and expertise to Greentop Circus Centre. We are particularly seeking applications from The Global Majority (BAME) and D/deaf or Disabled peoples and those who are transgender, gender non-conforming, nonbinary or gender-neutral in their identity. Greentop Circus recognises the positive value of diversity, promoting equality and challenging discrimination. All staff have undergone AntiRacism Training and Disability Awareness training to ensure Greentop continues to be a safe and encouraging space for people from all backgrounds."

Responsibilities

The policy requires all staff, both teaching and non-teaching, volunteers and learners to take responsibility for individual conduct and to contribute to creating a centre that exemplifies and sets the standard for good practice. The responsibility for the implementation of the policy, including monitoring and review, will rest with the Centre Director to whom queries should be addressed.

Complaints Procedure

No form of intimidation, bullying or harassment will be tolerated. Greentop will comply with all legislative requirements in force and has a complaints procedure in place.

Greentop is open to change and challenging our viewpoints to expand understanding of Diversity, Inclusion and Intersectionality. Therefore this statement will be reviewed annually and changed as needed.

Action plan

This plan has been created by the discussions during the Anti-Racism Training and Disability Awareness Training discussion sessions and will be reviewed by the Intersectionality Working Group and reported to quarterly board of trustee meetings as a fixed agenda point.

29th June 2022