



ARTCAMP UK Equal Opportunities Policy Policy Statement

ARTCAMP UK is committed to a policy of equality of opportunity for all and aims to ensure that no potential or actual employee, partner or participant is treated less favourably than another because of race, ethnic origin, religion, gender, sexuality, disability, age, marital or economic status.

ARTCAMP UK's policy is applicable to all individuals directly associated with the organisation including employed and freelance staff, contractors and any person who acts as an agent on its behalf.

ARTCAMP UK will seek to ensure that our projects enable young people who are from potentially excluded groups to participate fully and to succeed.

ARTCAMP UK will actively promote equality of opportunity throughout its employment and working practices and will encourage other organisations with which it works to adhere to the same principles. Statement of Intent ARTCAMP UK recognises that discrimination against different groups of people is widespread in our society. We are committed to implementing policies and practice which will combat discrimination in our areas of concern and aim to promote maximum accessibility of our work to all young people. This policy is to ensure that no employee, child, young person, teacher, freelance worker or anyone associated with ARTCAMP UK is discriminated against or harassed on the grounds of race, colour, nationality, ethnic or national origin, religion, all types of disability, mental ill health, gender, marital status, by being gay, lesbian, transgender, responsibility for dependents, lack of formal education or qualifications, class, employment status, appearance, age, HIV antibody status, unrelated criminal conviction, or by conditions or requirements which cannot be shown to be Service Provision ARTCAMP UK will take positive action to ensure that our services are equally available, accessible and relevant to all young people.

We will move towards ensuring that ARTCAMP UK's services are accessible to young people with disabilities. Literature, publicity and printed materials: all language used will be nondiscriminatory and clearly written; in the selection of images to supplement literature, websites and printed materials, care will be taken to reflect the diversity of all people in our society. We will take steps to identify groups with different needs and work with them to ascertain how ARTCAMP UK can help meet those needs through positive action.



ARTCAMP UK welcomes feedback and constructive criticism of its service by people who are affected by and/or use the service. There is a complaints procedure for young people involved with any ARTCAMP UK project who feel they have been discriminated against or who wish to make comments on our service. ARTCAMP UK should seek to promote Equal Opportunities through: ← Contact with young people ← Work with other Statutory and Voluntary organisations ← Developing links with people who represent women, Black people, lesbians and gay men, people with disabilities and other groups who represent people who are discriminated against in the communities we serve