

# Equality and Diversity Policy

Updated March 2026  
Next review due February 2027

## 1. Policy Statement

Kinetika is committed to encouraging equality, diversity, and inclusion across our workforce and activities, and eliminating unlawful discrimination.

We want our workforce and audiences to be truly representative of the communities we serve, and to foster a diverse and inclusive environment where everyone feels respected and valued.

Kinetika continues to be guided by its founding principles of inclusiveness, acceptance of difference and celebration of diversity. We recognise that individuals may identify with multiple characteristics and that these intersect to shape people's experiences, and we aim for our workforce, artists, participants and audiences to reflect the diversity of the communities we serve.

We are committed to providing an environment in which all individuals are treated with dignity and respect, and able to contribute fully. We aim to create a working and creative environment that is free from discrimination, harassment, victimisation and bullying, where everyone feels welcomed and valued.

We recognise that equality does not always mean treating everyone the same, and we are committed to an equitable approach, making appropriate adjustments to ensure fair access and opportunity for all. We also recognise that structural inequalities exist which can limit access, participation and progression, and we will take active steps to address these barriers.

This commitment applies to all activities undertaken by Kinetika, including those taking place outside the Studio such as workshops, rehearsals, performances and community programmes,

This policy is guided by the Equality Act 2010, outlines our commitment, and ensures the following characteristics are protected:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race (including colour, nationality, and ethnic or national origin)
- religion or belief
- sex
- sexual orientation

This policy applies to all freelancers, artists, participants, volunteers, trustees, clients and potential clients, and is overseen by the Board of Trustees and Directors. The policy is made available to all staff and stakeholders and reflected in our communications and published materials.

## **2. Recruitment and Selection**

All recruitment and selection appointments are made in a fair, transparent, and consistent manner, aligned with a commitment to equality, diversity, and inclusion. Those involved in recruitment are made aware of this policy and trained where appropriate.

Role descriptions and person specifications are focussed on skills and competencies, rather than specific years of experience, and we offer flexible working across our roles where possible.

As a female-led organisation with an ambition to empower women, we take positive action, where appropriate and lawful, to respond to any under-representation across our board and team. We regularly update our board and workforce monitoring data to accurately benchmark and reflect against our local and wider communities.

Shortlisting panels are made up of at least two team members to bring a broader perspective and reduce bias, with applications scored using pre-defined matrix. Ahead of the interview process, structured questions are agreed in advance that align with the role criteria.

Kinetika will make reasonable adjustments for disabled applicants where required and will retain appropriate records of recruitment decisions in line with data protection requirements.

## **3. Marketing and Communications**

Kinetika is committed to ensuring that all marketing and communications are accessible, inclusive and representative of the diverse communities we serve.

Our publicity and promotional materials aim to reflect a broad range of people, experiences, and perspectives. We actively seek to use imagery, case studies, and storytelling that challenge stereotypes and promote diversity in a respectful and authentic way.

We are mindful of the language we use across all communications, ensuring it is inclusive, welcoming, and free from bias or assumptions. We aim to use clear, plain English and avoid jargon, while respecting the ways in which individuals and communities choose to describe themselves.

We consider the accessibility of all communications as standard practice. This includes, where appropriate, the use of captioning for video content, transcripts or audio alternatives, alt text for images, and high-contrast, accessible design choices.

We also consider the platforms and channels we use to communicate, aiming to reach a wide and diverse audience. Where possible, we use a range of formats and platforms to reduce barriers to access and engagement, and to ensure our communications are inclusive of different needs and preferences.

We welcome feedback on our communications and will continue to review and improve our approach to ensure it remains inclusive, relevant, and accessible.

## 4. Programmes and Activities

Equal opportunities principles underpin the design and delivery of all our programmes and activities, and we expect all artists and facilitators to uphold these principles in every aspect of their work.

Diversity is central to our artistic practice, and we aim to ensure our work is inclusive and relevant for our communities. Our work is shaped through ongoing community consultation and by partnering with organisations to build strong relationships, helping us create safe, trusted spaces for participants. We look to actively identify and remove barriers to participation, proactively addressing access needs wherever possible. Demographic qualitative data enables us to identify barriers and use these insights to provide targeted support.

We are committed to the continued training and development of our team in equality and diversity, as part of induction and ongoing development to ensure our work remains inclusive and responsive.

## 5. Implementation and Responsibility

All freelancers, trustees, volunteers and representatives of Kinetika share responsibility for modelling inclusive behaviour and implementing this policy.

Kinetika will:

- Provide appropriate induction and ongoing awareness of this policy.
- Take all complaints of discrimination, harassment or victimisation seriously.
- Investigate concerns promptly, fairly and confidentially.

Any individual who believes they have not been treated in accordance with this policy is encouraged to raise their concerns with the relevant project manager in the first instance, or if preferred, to contact the Artistic or Operations Directors to address their concerns.

### Monitoring and Review

Kinetika takes all concerns relating to discrimination, harassment, victimisation, or bullying seriously and is committed to addressing them promptly, fairly, and sensitively.

Any individual who feels they have been treated in a way that does not align with this policy is encouraged to raise their concerns as soon as possible. Concerns can be raised with a relevant project manager in the first instance, or directly with the Artistic or Operations Directors. Individuals may choose the route they feel most comfortable with.

All complaints will be acknowledged and, where appropriate, investigated in a timely and proportionate manner. We will aim to handle concerns confidentially and share information only where necessary to properly address the issue.

We are committed to ensuring that no individual raising a concern in good faith will experience retaliation or less favourable treatment as a result. Any instances of victimisation will be treated as a serious matter and addressed accordingly.

Where appropriate, we will take action in response to findings. This may include informal resolution, changes to working practices, further training, or formal action in line with organisational procedures.

We recognise that raising concerns can be difficult and will seek to provide a supportive environment throughout the process. Individuals are encouraged to bring a colleague, friend, or representative to any formal discussions where appropriate.