

THE COMMON GUILD

Visual arts: Projects / Events / Exhibitions

Equalities Diversity & Inclusion Policy / 2023

The Common Guild is committed to promoting equality of opportunity, recognising and valuing diversity and being an inclusive organisation. We aim to ensure that all employees, potential employees, artists, speakers, and visitors to the artistic programme are treated equitably and as individuals regardless of age, disability, gender reassignment, marital or parental status, race, religion and belief, sex or sexual orientation. The company and its employees will endeavour to act with integrity at all times to ensure that everyone is treated with dignity and respect and will actively work to address all and any factors that may limit access to what we do.

In order to ground and activate these ambitions in everyday practice, specific tasks, timetables and responsibilities are set out on an annual basis in our EDI Action Plan, which in turn informs all activities and work completed by staff.

The Common Guild is an independent visual arts organisation based in Glasgow dedicated to the delivery of high-quality projects, events and exhibitions working with artists and others, both Scottish-based and international. It seeks to offer access to programmes that engage with visual culture to introduce voices and perspectives from elsewhere and to pursue an ethos of artist-centred practice in the realisation of projects of scale, quality and ambition, as well as national or international significance.

The programme includes one-off projects, talks and collaborations alongside exhibitions. The Common Guild is committed to presenting artists' work in interesting and engaging ways and aims to offer access to world-class contemporary art experiences and discussions. Research into contemporary visual art is on-going and artists are invited to realise exhibitions or projects on the basis of the quality of their work and the suitability of their practice to our context. Throughout our programme, The Common Guild encourages audiences to encounter and interact meaningfully with experiences, perspectives, voices and histories with which they may not be familiar. The active practice of equality, diversity and inclusivity in this is a key means of enriching our programme and meeting our ambitions.

This Equalities, Diversity and Inclusion Policy and associated Action Plan enable The Common Guild to meet our statutory, regulatory and reporting obligations, while understanding those as only the essential basis on which we can build to go beyond minimum requirements. These documents also outline how it will raise awareness on diversity issues for both staff and public and ensure barriers are minimised. The 2010 Equality Act covers nine 'Protected Characteristics' those being:

- Age
- Disability
- Gender reassignment
- Race / ethnicity
- Religion and belief
- Sex / gender
- Sexual orientation

- Pregnancy and maternity
- Marriage and civil partnership

to which may be added both neurodivergence and socio-economic issues affecting access. We are also conscious of the diverse and intersectional experience of these categories that artists and audiences bring or may have. This Policy along with the associated Action Plan ensure that people's access needs are included in The Common Guild's thinking and planning, and not as an afterthought. To underscore our commitment to tackling racism and anti-Blackness specifically, an 'Anti-Racism Action Plan' has been developed and implemented from October 2020.

The Common Guild presents projects, events and exhibitions in a variety of locations. Our current office premises have stepped access from street level as well as an internal staircase, something we are addressing in our current work on re-locating to fully accessible premises. Staff are trained not only in supporting visitors with mobility issues but also in providing frank and friendly information on access. In addition to this we will:

- Aim to deliver all off-site events in accessible venues and include access plans in production.
- Provide a range of digital resources via our website, including videos, photography of exhibitions, audio recordings of talks and events presented by The Common Guild.
- Make sure our programme includes artist talks and curator talks, projects and events are inclusive and welcome anyone regardless of disability, age, gender, race, religion/belief or sexual orientation.

We seek feedback from visitors on their experiences with us, as well as integrating staff views.

As an employer The Common Guild has a moral and legal obligation to eliminate discrimination and harassment and to promote tolerance, fairness and diversity. It is the responsibility of all staff to ensure that visitors to the programme and participants in events are treated equally and with respect. Diversity is about learning from others who are not the same and about dignity and respect for all.

The Common Guild has a fully committed Board of Directors whose ultimate responsibility it is to ensure that our commitments under the Equality Act are implemented effectively. The Board is open to include individuals regardless of colour, race, nationality, ethnic or national origin, religion, political belief, social or economic class, marital or parental status, gender, sexual orientation, age, health or disability.

The Board will review this Policy and its associated Action Plan on an annual basis and will, when necessary make decisions regarding any actions required to improve practice. The Action Plan details the tasks and responsibilities associated with this Policy and together they form part of the company's Business Plan. In recognition of the desire to be both transparent and accountable, our first Annual Diversity Report was published in January 2021 and the most recent in January 2023. These reports are available on our website.

Comments and feedback on this policy and all aspects of our work are always welcome. Please send to: info@thecommonguild.org.uk with the subject 'FEEDBACK'