

# Creative Cultures

## **CREATIVE CULTURES EQUAL OPPORTUNITIES STATEMENT 2008**

Creative Cultures operates as a consultancy within the field of cultural and community development in the voluntary and public sectors and as such aims to ensure that no individual client, freelance worker or associate, receives less favourable treatment on the grounds of race, gender, marital/parental status, disability or sexual orientation. Age, class and religious belief are factors which compound the discrimination experienced on the grounds listed above.

As a consultancy with bases in London and the Eastern region, and a long track record of working with local authorities, regeneration agencies, Arts Funding bodies, and government offices, inter alia, Creative Cultures has experience of operating public sector contracts with a range of clients and within a wide spectrum of settings and diversity.

Whilst all freelance associates working for and on behalf of Creative Cultures must necessarily be personally accountable for their own practice in respect of equal opportunities, it is required that those exercising consultancy and project management roles on behalf of the Consultancy and those directly involved in recruitment and artist/design competitions must provide leadership in this matter.

Where Creative Cultures is invited to participate in selection procedures, it will insist that the lead member of the interviewing panel has completed some form of accredited or formal Equal Opportunities training (local authority, for example). Given the sector that the Consultancy operates in, entry requirements, age limits, and skills specified, for any advertised/tendered piece of work should be clearly justifiable.

The Consultancy provides all current and prospective freelance associates with a copy of its Equal Opportunities statement and will provide this to relevant user groups and clients upon request.

Creative Cultures strives to ensure that all contracts they enter into (whether with clients or freelance associates) include a section on equal opportunities.

Creative Cultures places a high priority on making projects accessible to people of all ages, backgrounds, and cultures as well as to those with special needs and those with little or no previous experience of the arts. This particularly refers to programme and capital build work, where guidance is provided to clients on access and equal opportunities issues arising.

Creative Cultures will not allow the inequitable treatment within the scope of this statement of any staff member, freelance associate, or project participant. Any person who believes that he or she has been so treated should inform Creative Cultures who will investigate the complaint (in conjunction with appropriate partnership bodies or clients) and provide a written response to it.

Creative Cultures undertakes to monitor the equal opportunities aspects of its work at participant, client, and Associate level. The Consultancy will annually review its Equal Opportunities practices in order to ensure that they remain positive and relevant tools in combating inequality.