

## **MODERN ART OXFORD**

### **EQUAL OPPORTUNITIES STATEMENT**

1. The Council of Management of Modern Art Oxford is committed to employment practices and policies which promote diversity and do not discriminate against women, members of minority ethnic, religious, national groups, people with disabilities, lesbians and gay men and people of any particular age group..
2. The Council will seek to ensure that its policies to counter discriminatory attitudes and practices amongst the Gallery's employees are backed by discussion and training, and are not permitted to influence decisions on recruitment, salaries, conditions of employment or discipline.
3. The Council will ensure that its recruitment and selection procedures accord with the Equal Opportunities Council and the Commission for Racial Equality codes of practice. It will take disciplinary action against members of staff who discriminate against, harass or bully other members of staff, customers, or other people with whom they come into contact in the course of their employment by the Gallery,[by reason of gender, race, religion, disability, sexual orientation or age.
4. Where possible, the Gallery will take positive action to encourage under-represented groups to apply for employment opportunities. However, actual recruitment to all jobs will be strictly on merit.
5. The Council will seek to ensure that its artistic and educational policies are inclusive and take due account of the experiences and interests of women, black and ethnic/national minorities, lesbians and gay men, people from all age groups and people with disabilities. It will seek to ensure that its exhibitions and educational services are accessible to all sections of the community.
6. The Council will monitor and review its policies and procedures regularly in order to ensure that the above policy objectives are being successfully pursued.
7. As a centre for the visual arts we are dependent for our success on the full involvement of users and visitors and as an employer, Modern Art Oxford recognises that it has a moral and legal responsibility to promote equal opportunities. In addition, Modern Art Oxford recognises that the pursuit of equality of opportunity is essential for a productive and professional working environment

8. Our goal is equality of opportunity for everyone who uses, visits, works in and works for, Modern Art Oxford and we will provide services and develop employment practices accordingly.

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