

## EQUALITY AND DIVERSITY POLICY : FYLDE DFAS

### STATEMENT:

Fylde Decorative and Fine Arts Society (Fylde DFAS) aims to be a highly inclusive, voluntary organisation committed to lifelong learning and providing opportunities for participation in arts education, heritage and conservation. We seek to provide a welcoming environment to all people irrespective of their age, class, gender-identity, ethnicity, disability, sexual orientation or belief.

### SCOPE:

The Society actively promotes social inclusion and aims to widen participation through its volunteering programmes and wide range of activities, promoting equality by reaching out to disadvantaged groups of people, embracing cultural diversity within its programmes and targeting some of its community projects at groups who are vulnerable to social exclusion.

Fylde DFAS would actively challenge and address any discriminatory behaviour or activity which might be described as discriminatory, and which it would consider unacceptable.

### ACTION:

Fylde DFAS will manage the Equality and Diversity agenda by:

- meeting in venues that are safe, and adequately heated and comfortable for the membership;
- assessing the disability access and facilities (eg hearing loops) of the venues utilised for the Lecture Programme and Special Interest Days, and taking appropriate action in response to its findings;
- making our communications more accessible for people with visual impairments eg letters and notices in large print for those who request them, and ensuring the website is accessible;
- ensuring there is access to parking close to the venue and with designated spaces for disabled drivers, as well as good public transport connections;
- providing a programme of lectures and special interest days that embrace a wide range of topics, cultures and periods, and value the artistic and cultural achievements of both men and women;
- employing a diverse team of highly qualified NADFAS accredited lecturers;
- developing volunteering programmes/projects eg with Young Arts Groups that work with vulnerable young people such as young offenders and children with physical/mental health needs etc, and those living in socially disadvantaged areas of the Fylde;
- safeguarding the welfare of the children and vulnerable adults with whom it interacts by demonstrating respect and understanding for their rights, safety and welfare;
- committing to accepted good practice and adhering to appropriate legislation in relation to equality and diversity.

Hilary Alcock,  
2/12/2009