

## Equality Objectives

Equality objectives were developed in conjunction with staff, students and volunteers at the Orpheus Centre.

The lead for Equality & Diversity, Moira Clifton, is responsible for delivery of these objectives. Progress is reported to trustees quarterly and outcomes summarised in our annual report.

### Objective 1

Actively promote arts employment opportunities for young disabled adults

Protected characteristics this supports: Disability, age

We will do this by:

- Using our outreach projects as a tool for change
- Enabling change in employer practice via our Student Access Group
- Modelling disabled led business initiatives via our student enterprise groups and Arts Centre approach
- Establishing an advisory Expert & Employer Forum
- Securing paid work opportunities for our students in the arts
- Creating a toolkit for employers around employing disabled people
- Promoting employment of disabled people to our suppliers
- Securing a wider platform for student work that addresses this issue
- Championing the Disability Confident scheme within our local and business communities

### Objective 2

Actively represent different cultures and beliefs.

Protected characteristics this supports: Religion & beliefs

We will do this by:

- Introducing a multi-faith space for reflection
- Delivering civility training on how to respect the beliefs of others
- Establishing a multi-faith chaplaincy

- Promoting greater understanding through whole organisation celebrations of different cultures and beliefs
- Continuing to serve food from a wide range of cultures in our canteen

### **Objective 3**

Take positive action to make sure staff going through the menopause are supported.

Protected characteristics this supports: Age, sex, disability

We will do this by:

- Taking the Menopause Workplace Pledge
- Providing training for managers on supporting staff through the menopause
- Establishing a staff menopause support group
- Providing information for all staff on menopause in the workplace
- Providing specific support for those affected by the menopause via Lifeworks/Help at Hand
- Providing reasonable adjustments to menopausal staff
- Ensuring risk assessments take menopausal symptoms into account
- Specifically addressing menopausal issues through our policies
- Appointing a Menopause Diversity Champion

### **Objective 4**

Promote a healthy work/life balance for our staff.

Protected characteristic this supports: Marriage & civil partnership, sex and pregnancy and maternity.

We will do this by:

- Training managers in applying reasonable adjustments
- Accommodating flexible working applications where possible.
- Improve visibility of flexible working within recruitment ads
- Offering a range of authorised time off work options
- Offering remote working options for staff in applicable roles

- Encouraging regular breaks
- Regularly reviewing workloads
- Leading by example
- Ensuring staff take their full holiday entitlement
- Exploring options for discounted childcare
- Offering perks and health support via Lifeworks/Help at Hand
- Promoting free use of outdoor gym equipment and wellbeing activities
- Signing up to a recognised staff wellbeing charter

### Objective 5

Increase diversity within our staff, volunteers and trustees

Protected characteristic this supports: Age, Race & ethnicity, disability, sex

We will do this by:

- Building closer links with schools, colleges and universities
- Developing more work experience opportunities
- Exploring options for discounted childcare
- Continuing to adopt a skills-based approach to hiring
- Utilising government incentive schemes when available
- Targeting specific youth volunteering opportunities
- Continuing to work to diversify our board of trustees
- Delivering training in unconscious bias to managers and trustees
- Achieving Disability Confident Employer leader status including understanding, identifying and reducing the barriers that could prevent a colleague with a disability or health condition from performing and/or developing to their full potential
- Planning for more accessible office space in our new college build

## Objective 6

Increase participation of BAME students.

Protected characteristic this supports: Race & ethnicity.

We will do this by:

- Retaining and reviewing ethnicity data for all applicants
- Establishing a working group to improve equality and diversity in student recruitment
- Carrying out an Equality Impact Assessment of current admissions policy and process
- Increasing outreach to feeder schools and communities with potential BAME students
- Increase transitions activity in feeder schools with potential BAME students
- Encouraging BAME applicants via a marketing campaign
- Reaching out to faith groups in the BAME community via our multi-faith chaplaincy
- Eliminating potential sources of unconscious bias from our student recruitment process
- Delivering training in unconscious bias to the student recruitment/assessment team
- Raising our concerns with local authorities

There is no Equality Objective on narrowing equality gaps for student outcomes and that is because this is not a major issue for Orpheus. Although the Equality Objectives are dominated by the protected characteristic of disability, that is because this is a key issue for Orpheus to address, following analysis of staff and student outcomes and feedback.