



Equality, Diversity and Inclusion Policy of Kinetika Bloco

1. Statement of policy

Kinetika Bloco is dedicated to encouraging a supportive and inclusive culture within the whole organisation. Through our governance, leadership, and delivery of our work with members of staff, participants and audiences we are committed to ensuring equal opportunities and that our organisation is representative of all sections of society. Diversity is at the heart of our work and informs every part of our ethos. It is not something we 'do', it is who we are.

This policy reinforces our commitment to providing equality and fairness to all in our employment and our activities and not provide less favourable facilities or treatment on the grounds of age, physical ability, cognitive, learning or developmental differences, neurodiversity, marital status, pregnancy and maternity, race, ethnic origin, colour, nationality, national origin, religion or belief, sex and sexual orientation or gender identity.

Kinetika Bloco is opposed to all forms of unlawful and unfair discrimination. All those who work with us and for us will be treated fairly and will not be discriminated against on any of the above grounds. Decisions about recruitment and selection, promotion, training, or any other benefit will be made objectively on the basis of aptitude and ability and without unlawful discrimination.

All those who work with us and for us will be given help and encouragement to develop their full potential and utilise their unique talents. We recognise that the provision of equity in the workplace is not only good management practice; it also makes sound business and creative sense.

2. Definitions:

There is no one complete set of agreed definitions for terms like equality, diversity, and inclusion. We are adopting these definitions by NCVO (National Council for Voluntary Organisations)

Equality: Equality means ensuring every individual has equal opportunities. By being conscious of and actively challenging bias or prejudice we make sure no-one is treated less favourably because of who they are or what makes them different from other people. This requires a proactive approach to make reasonable adjustments that address the visible and invisible barriers people face

Equity: Equity means treating people in ways that make sure they are not unfairly prevented from accessing resources and opportunities nor that others have unfair advantage. Simply providing the same opportunities to everyone is not an effective way to create equality of outcomes. Equity is about giving people what they need for fair access. This is about removing inequalities to make sure everyone has the chance to realise their ambitions.

Diversity / Representation: Diversity means having differences within an organisation or setting. Diversity recognises we are all different in many ways. People with differing identities, backgrounds and experiences should all have equitable access to resources and decision-making. Representation is often used alongside or instead of diversity to focus on how we should be reflective of the society we live in and the communities we serve.

Inclusion: Inclusion means being proactive to make sure people of different backgrounds, experiences and identities feel welcomed, respected and fully able to participate. It is not only about creating a diverse environment but also about ensuring a culture where individuals can be their full selves.

3. Kinetika Bloco's Commitments:

- To build a culture where everyone can bring their full self and feel like they are able to share their thoughts, opinions, and they are heard
- To be an organisation that is representative of the communities we work with ensuring young people have relevant role models to look up to and clear, accessible, progression pathways.
- To embody a 'country in which the creativity of everyone living here is celebrated and supported' envisioned by the Arts Council 'Let's Create' Strategy
- To utilise culture and creativity to help those we work with and our audiences to make sense of themselves and each other.
- To create an environment in which individuals' differences and the contributions of everyone are recognised, valued, celebrated, and understood.
- To draw from a broad and inclusive range of music and dance from across genres and countries ensuring we provide an educational, exciting, and inspiring curriculum for participants and performances for audiences
- To prioritise projects that help to address the inequality of wealth and of opportunity, and contribute to alleviating the challenges of social isolation and mental ill-health for the communities that we work in.
- To ensure our provision and recruitment processes are open access and high quality.
- To offer our experiences, evidence and practice to advocate for inclusion within our sector, to partners, funders, music hubs, and wider associations through participation in strategic meetings, forums and networks, diverse performances and our collaboration as Youth Company in Residence at Southbank Centre.
- To build our Leadership Programme and other training opportunities to ensure development and progression is available for all staff and young people who are our future staff.
- To agree, monitor and update SMART targets annually to ensure our governance, leadership, staff and participants are reflective of the protected characteristics and socio-economic backgrounds of the communities we work in and if not, to take action.
- To provide training and support for everyone in the organisation to reflect on their own experiences, assumptions, and behaviours and to be a part of proactively creating an inclusive environment.
- To discipline any form of intimidation, bullying or harassment and to discipline those that breach this policy



3. Implementation

Kinetika Bloco will inform all staff that an equality and diversity policy is in operation and that they are obligated to comply with its requirements and promote its fairness in the workplace. The policy will also be drawn to the attention of funders, participants, job applicants and all other stakeholders. Kinetika Bloco's equality and diversity policy is fully supported by senior management with the CEO having specific responsibility for its effective implementation.

4. Monitoring and Review

Our policy will be monitored and reviewed annually to ensure that equality and diversity is continually promoted at Kinetika Bloco. Our SMART Targets will be reviewed and updated annually as part of our collaboration with the Arts Council of England.

5. Complaints

Anyone who feels they have been subject to discrimination, harassment or victimisation will be encouraged to raise their concerns so we can provide corrective measures. The complaint should be made initially to the CEO, unless the complaint is against the CEO in which case it should be made to the Trustee responsible for Equality, Diversity, and Inclusion. All complaints of discrimination will be dealt with seriously, promptly, and confidentially.

In addition to our internal procedures, staff have the right to pursue complaints of discrimination to an industrial tribunal or the Fair Employment Tribunal under anti-discrimination legislation. However, staff wishing to make a complaint to a tribunal will normally be required to raise their complaint under our internal grievance procedures first.

Every effort will be made to ensure that staff who make complaints will not be victimised. Victimisation will result in disciplinary action and may warrant dismissal

6. Contact details

Kinetika CEO

Tamzyn French, 07795142535 - tamzyn@kinetikabloco.co.uk

Trustee responsible for Equality, Diversity and Inclusion / Senior Diversity Champion

Katherine Green, k.f.goulding@gmail.com

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