Equality and Diversity Policy

Newport Live is committed to providing opportunities that are open to all, realising the principles of Equality, Diversity and Inclusivity. The services provided will be delivered through the vision and values that are embedded in the day to day working practices of the organisation.

**Current Situation**

Newport Live has developed partnerships with National and Local organisations to tackle inequalities. These Projects have been developed in response to National surveys and National Priorities. The current landscape can be highlighted as follows.

|  |  |  |  |
| --- | --- | --- | --- |
| Area analysed | Newport Population | Newport Live Workforce | Newport Live Leisure Members/Customers |
| Gender | Male 49%Female 51%(Stats Wales 2016) | Male 43%Female 57% | Male 51.48%Female 48.27%Not Declared 0.25% |
| Age | 15-19   8.26%20-24   8.44%25-29   9.39%30-34   9.16%35-39   8.65%40-44   8.2%45-49   9.74%50-54   9.73%55-59   8.55%60-64   6.89%65-69   7.3%70-74   5.7%(Stats Wales 2016 – based on working age Population) | 15-19   15%20-24   22%25-29   12%30-34   11%35-39   6%40-44   9%45-49   7%50-54   7%55-59   8%60-64   2%65-69   1%70-74   0% (1 staff member) | 15-19   21.32%20-24   16.35%25-29   12.43%30-34    9.31%35-39    7.37%40-44    5.79%45-49    5.63%50-54    4.72%55-59    3.54%60-64    3.92%65-69    5.15%70-74    4.47% |
| Area analysed | Newport Population | Newport Live Workforce | Newport Live Leisure Members/Customers |
| Ethnicity |

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| --- |
| Asian or Asian British – Indian   0.8%Asian or Asian British – Pakistani   2.1%Asian or Asian British – Bangladeshi 1.2%Asian or Asian British – Other  0.9% |
| Black or Black British – African 1.0% |
| Black or Black British – Caribbean  0.5%Black or Black British – Other  0.2% |
| Chinese or Other – Chinese  0.4% |
| Mixed – Other  0.3% |
| Mixed - White & Black African  0.2% |
| Mixed - White & Black Caribbean  0.9%Mixed – White & Asian 0.5% |
| White – British (Welsh, English) 87% |
| White – Irish  0.5% |
| White – Other  2.4%Other Ethnic Group – 1.0%(Census 2011 – based on whole population) |

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| --- |
| Asian or Asian British – Indian   0.4%Asian or Asian British – Pakistani   0%Asian or Asian British – Bangladeshi 0%Asian or Asian British – Other  0% |
| Black or Black British – African 1 .1% |
| Black or Black British – Caribbean  0.4%Black or Black British – Other  0% |
| Chinese or Other – Chinese  0.4% |
| Mixed – Other  0.4% |
| Mixed - White & Black African  0.7% |
| Mixed - White & Black Caribbean  0.4%Mixed – White & Asian 0% |
| White – British (Welsh, English) 93.9% |
| White – Irish  0.7% |
| White – Other  1.8%Other Ethnic Group – 0% |
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| Asian or Asian British – Indian   0.81%Asian or Asian British – Pakistani   1.21%Asian or Asian British – Bangladeshi 0.38%Asian or Asian British – Other  0.12% |
| Black or Black British – African 0.58% |
| Black or Black British – Caribbean  0.34%Black or Black British – Other  0.02%Black Mixed – 0.61% |
| Chinese or Other – Chinese  0.35% |
| Mixed – Other  0.25% |
| Mixed - White & Black African  0.03% |
| Mixed - White & Black Caribbean  0.05%Mixed – White & Asian 0.05% |
| White – British (Welsh, English) 85.93% |
| White – Irish  0.18% |
| White – Other  0.13%Other Ethnic Group – 8.95% |

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| Disability | Disabled 15%Not Disabled 85%(Stats Wales 2011 – Based on disabled people of working age) | Disabled 2.2%Not Disabled 97.8% | Not Collected |

**Equality legislation and equality objectives**

The following legislation provides the framework and the direction for the policy and affects all members of the public, customers, staff and delivery partners: The Equality Act 2010 and the Statutory Duties (Wales) Regulations 2011, The Human Rights Act 1998, The Wellbeing of Future Generations (Wales) Act 2015, The Welsh Language Act 1993 and the Welsh Language (Wales) Measure 2011

**The Equality Act 2010**

The Equalities Act encompasses everyone, including staff and customers. It is illegal to discriminate against an individual on the basis of any of the 9 protected characteristics as stated in the Equality Act 2010, these characteristics are:

* age
* disability
* gender reassignment
* marriage and civil partnership
* pregnancy and maternity
* race
* religion or belief
* sex
* sexual orientation

The equality duties as directed by the Welsh Government ensure that the public bodies better perform their public sector equality duty. These duties are:

* Promoting equality of opportunity
* Promoting good community relations
* Eliminating discrimination, harassment and victimisation

**The Human Rights Act 1998**

Human Rights and equality are inextricably linked. Equality is treated as a fundamental human right, from the principle of equal respect for the inherent dignity of all people.

**The Well-being of Future Generations Act 2015**

The Wellbeing of Future Generations Act puts in place a sustainable development principle. Newport Live are working with Newport City Council to put in place an action plan that delivers services that meet existing needs but considers the needs of future generations. Public Service Board Wellbeing plans will include the 7 wellbeing goals and will inform the Equality Objectives. The Wellbeing Plans were implemented in April 2018.

The 7 Wellbeing Goals are:

* A prosperous Wales
* A resilient Wales
* A healthier Wales
* A more equal Wales
* A Wales of cohesive Communities
* A Wales of vibrant culture and Welsh language
* A globally responsible Wales

**The Welsh Language (Wales) Measure 2011 and Welsh Language Standards**

The Welsh Language Standards were implemented in March 2016. Newport Live is required to comply with the Welsh Language Standards as a commissioned service of Newport City Council. The Welsh language has official status in Wales and Welsh speakers have language rights to receive Welsh language services from public bodies. The Welsh language cannot be treated any less favourably than the English language. (Further details of the implementation of the Welsh Language Standards can be found in the Welsh Language Policy)

**Equality Objectives**

The Newport Live Equality objectives have been developed to meet the requirements of the Equalities Act 2010, the Welsh Language Measure (Wales) 2011, under the framework of the Wellbeing of Future Generations (Wales) Act 2015.

|  |  |
| --- | --- |
| **Wellbeing Goals** | **Equality Objectives** |
| **Healthier Wales** | **Improving Access to services**

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| --- |
| People can access all the Newport Live services and activities that they need in terms of physical access and communication access etc. |

**Positively promote activities to tackle inequalities**Newport Live will offer targeted activities for people in protected characteristics that would not normally participate, thereby reducing barriers and the aim of reducing an inequality. |
| **More equal Wales**  | **Engagement** People will be involved in the development of services that affect them.**Diversity in the workplace**Newport Lives workforce and board will be representative of the population, particularly with regards to gender and ethnicity. |
| **Wales of Cohesive Communities** | **Community Cohesion, Diversionary Activities and tackling crime**Newport Live will deliver programmes that work with young people and support them to engage in positive alternatives. |
| **Wales of vibrant culture and Welsh Language** | **Compliance with Welsh Language Standards**Newport Live will promote the Welsh Language and develop its bilingual services and increase the Welsh Language skill level of its workforce. (See Welsh Language Policy for Details)**Diversity of Cultural Activities and audiences**Newport Live will deliver and host performances that are representative of the population and target new audiences that would not normally attend the Theatre. |

**Customers and Audiences**

**The principle of Accessible Services**

Newport Live services are open to everyone. Newport Live will not discriminate in delivering services, and access to services will be of the same quality for all people.

Some services are targeted at people who need more or different support, for example people with a disability. Other services are adaptable so they can be delivered to meet people’s cultural or social needs within the mainstream provision.

**How we offer services**

Newport Live will ensure that people who need our services:

* Know what services are available
* Know how to apply for them
* Can easily access them
* Newport Live will put in place adaptations where possible and practical to ensure access to services for all.
* The impact upon the customer is of great importance in determining what is reasonable.

**Positive Action**

Newport Live can take proportionate positive action to address disadvantages faced by people of a protected characteristic, or where it would enable or encourage participation by an under represented group. An example of this is women only swimming sessions. Newport Live will gather evidence before taking positive action.

**Communication**

Newport Live recognises British Sign Language (BSL) as a language in its own right. We will increasingly make use of BSL interpretation and recordings and train relevant staff in deaf equality and BSL skills. There is an Audio described schedule for identified performances such as the Pantomime and cinema screenings on Tuesday evenings.

**Partnerships**

**Collaboration** and **Involvement** are two of the Sustainable Development Principles of the Well-being of Future Generations Act. Working in partnership will help Newport Live design and deliver services around the customer and the community. As a member of a partnership Newport Live will promote equality and the Welsh language in all that it does, and support partners to do so as well.

**Engagement**

Newport Live consults and involves stakeholders - service users, employees, and partners in changing or developing services.

Considering the opinions of people by protected characteristics and other factors such as poverty, locality, skills etc. gives Newport Live a better picture of the whole population and the needs. Programmes are developed to meet the needs identified.

Newport Live also supports the collation of national data such as the Sport Wales School Sport Survey. This provides valuable information on the current levels of activity and the latent demand.

**Compliments and complaints**

Newport Live welcomes compliments and complaints and uses comments to try to put things right, learn from mistakes and improve services and also to celebrate successes and feedback this positive response to staff.

Customers and partners can make comments either directly to site staff, calling via Newport Live contact centre on 01633 656757 or via social media and email .

Compliments and complaints are monitored to assess whether equalities issues are raised. Issues that arise will be addressed with the most appropriate action.

**Discrimination, harassment and victimisation**

The legislation recognises the following types of discrimination, harassment and victimisation:

* Direct Discrimination
* Combined Direct Discrimination
* Indirect Discrimination
* Discrimination Arising from a Disability
* Harassment
* Victimisation

**How we deliver the plan**

**Strategic Responsibility**

The Chief Executive and the Executive Team are responsible for the strategic direction of equalities and Welsh language across the organisation. Day to day management and co-ordination of the policy lies with the Newport Live Management Team.

Newport Live Board of Trustees recognise that Newport enjoys a diverse population and Newport Live benefits by being able to select staff with a wide range of skills from all areas of the City. As an organisation, Newport Live constantly strives to ensure that its staffing profile reflects the population it serves. To assist in these efforts, applications are welcome for Trustee positions, irrespective of age, gender, ethnic background, sexual orientation, religion or belief and disability.

**Equality Impact Assessments (EIA)**

Prior to a change in service delivery or the implementation of a new project, Newport Live will conduct an Equality Impact Assessment to assess the benefits and risks for different people – by protected characteristic and on use of the Welsh language. The Equality Impact Assessment will present evidence of research, consultation and engagement with stakeholders.

**Monitoring service delivery**

Newport Live gather and analyse information on customers’ / audience use and opinions of its services. Monitoring service delivery and the impact of service delivery forms a part of the organisations performance management process.

**The Employee**

**Employment**

Newport Live aims to be a fair employer and promote a friendly working culture. Without committed enthusiastic, skilled and empowered people Newport Live cannot succeed. Newport Live will create a healthy, safe and supportive work environment where people are respected for who they are and employees can perform at their best.

Newport Live will make every reasonable endeavour to meet employee requests relating to a protected characteristic, including dress, food, holidays, prayer times, work patterns, leave, support, physical adaptations etc. in order not to discriminate.

Newport Live is committed to the “Positive about disabled people” initiative which guarantees an interview for disabled people who meet the essential job requirements. Where appropriate, Newport Live will make changes to an employee's environment and role if they are disabled. Managers are responsible for providing a suitable work environment that allows employees to carry out their work.

**Training**

Newport Live is committed to helping today’s leaders, managers and employees understand equality in developing better public services.  The organisation invests in employee and trustee development fairly and equitably.