



Visual Art at the heart of Shropshire, Telford and Wrekin

## **Visual Art Network (VAN) – Equality and Diversity Policy**

This policy is intended to cover all of VAN's activities, services and decision-making including; membership criteria, collaboration, networking, gallery and exhibition administration and volunteer management.

We aim to create a safe, inclusive and welcoming environment for everyone. We adopt a zero-tolerance approach and will challenge all forms of discrimination including those based on:

- Age
- Disability
- Ethnicity
- Gender
- Gender reassignment
- Marriage or civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual Orientation
- Artistic or technical aptitude

VAN will collaborate with other arts and community-based organisations to encourage and support broad and diverse participation in the visual arts in an environment free from discrimination and intimidation.

Trustees, members and volunteers will ensure that their behaviour, actions and language are inclusive and non-discriminatory.

Breaches of this policy will be dealt with through VAN's Complaints Policy. Breaches may lead to the exclusion of the offender from VAN and/or premises it leases or owns.

Trustees, members and volunteers will be made aware of and understand this policy and in particular Trustees managing the gallery will ensure all volunteers carrying out gallery duties understand and adhere to this policy.

Last review date: April 2026

Next review date: April 2027