

Live Art Development Agency Equal Opportunities Policy

Approved by the Live Art Development Agency's Board of Directors on 16 September 2019

Set up in 1999, the Live Art Development Agency (LADA) is the leading organisation for Live Art in the UK. LADA is a specialised organisation providing practical support; offering opportunities for dialogue, debate, research and training; working in partnership with practitioners and organisations on programme initiatives; and developing strategies for increasing popular and critical awareness around Live Art.

LADA is committed to responding to the complex needs of a diverse society and aims to enhance the involvement of artists, arts professionals and the public when considering 'protected characteristics' such as age, gender, race, disability, sexual orientation and other marginalised identity subject positions that the government or Arts Council England does not outline such as class and educational backgrounds. LADA *will not* disregard these characteristics, but will hold itself accountable for the constituency of its organisation, partners and other stakeholders, continuously and actively seeking to reject and redress imbalances of power, representation and resource distribution in its work. This commitment is underpinned by LADA's core values in relation to issues of *difference and diversity*. LADA is committed to creating the conditions in which innovation, experimentation and risk can thrive, and developing new forms of public engagement and new discourses around the nature, role and value of contemporary culture. LADA particularly supports the most challenging artists, practices and ideas of contemporary culture, including emerging artists, artists from culturally diverse backgrounds, and artists working around issues of social and environmental justice.

Some examples of the ways in which LADA proactively approaches these diverse needs and historically societal imbalances include:

- Fair and prompt pay whenever possible to all those who contribute to LADA's activities.
- When possible and appropriate LADA will offer assistance with travel, whether it be knowledge of transport, accessible parking or a chaperone/ buddy scheme for those who feel particularly vulnerable or at need.
- Heightened implicit and explicit opportunities to those who have been marginalised; particularly, a committed effort towards those applying and being shortlisted for employment posts and other opportunities, including artistic commissions; and a committed effort towards those employees to be trained and promoted while employed within the organisation.

LADA is committed to exceeding the requirements of the 2010 Equality Act and ACE's Creative Case for Diversity. Rather than working to the minimum legal requirements, LADA is committed to conducting its work in ways which actively seek to redress historical imbalances of power and representation and access to material and non-material resources for those who experience marginalisation on the basis of race, gender, class, sexuality, age, ability and other identity subject positions.

Additionally, LADA aims to ensure that no applicant for a position of employment or for participation in a programme or event receives less favourable treatment on the grounds of a marginalised identity subject position. LADA also works to ensure that all artists, collaborators and others it works with embrace notions of equality in both their artistic practice and working methodologies.

LADA's recruitment procedures must meet the following criteria:

- The job description will be set so that all applicants are assessed against the exact same criteria and nothing else.
- The post is advertised in a variety of locations, including online (and in the press and at job centres when appropriate) so that it is available to as wide an audience as possible.
- An interview panel will be put in place so that more than one person's opinions are considered when deciding on whom to award the position to.
- This panel will never be made up of entirely straight, cis-male, white men.

LADA is committed to increasing access to Live Art. All events held at the Garrett Centre are free to attend; LADA's resources, including our Study Room and online resources such as Live Online, are free to use; DIY projects are free for participants (with a few agreed and rare exceptions); we ensure that any ticketed events we produce through partnerships are affordable to those on no or low wages; that our publications are affordably priced; and whenever possible, we make open, public calls for participation in LADA's projects and initiatives pursuing new channels to make sure that opportunities reach a wider pool of prospective participants.

The Garrett Centre, housing LADA's office and Study Room, is DDA compliant and accessible to wheelchair users. LADA's office and Study Room can be accessed by lift. LADA operates a policy of reasonable adjustment and will endeavor to meet any access requirements where possible.

As a Contributor/Worker at LADA

You have a right to:

- Fair practices and behaviour in the workplace.
- Fair allocations of workloads.
- Equal access to benefits and conditions.
- A workplace that is free from unlawful discrimination, harassment or bullying.
- Competitive merit-based selection processes for recruitment and promotion.
- Fair processes to deal with work-related complaints and grievances.

As an employer LADA:

- Ensures that all similarly qualified employees have equal access and opportunity to all training and advancement facilities. No employee should be overlooked for training or promotion because of any marginalised identity subject position.

- Makes reasonable adjustments in the workplace to accommodate a person who is disabled.
- Ensures that no employee is paid any more or less than any of their colleagues who are equally qualified, equally experienced and performing the same role.
- Advertises new roles externally as well as internally so that anyone who meets the qualifying criteria gets the opportunity to apply.
- Makes sure that no employee is dismissed solely because of a marginalised identity subject position.
- Ensures that the same rules apply to employees from all religions regarding extra time off during religious holidays.

Contact LADA or its Director, Lois Keidan at lois@thisisliveart.co.uk (or in the most appropriate format), if you have any questions or feel LADA has breached this policy.

LADA undertakes regular training and will update its policy (and its terminologies/stances) as the organisation, power imbalances and societal structures change over time.

