

EQUITY DIVERSITY & INCLUSION POLICY & ACTION PLAN

1. Overview

Generation Arts is an arts, health and wellbeing charity based in West Lothian. This organisation has been in operation for over 20 years as an unincorporated association and in March 2022 it became a Scottish Charitable Incorporated Organisation (SCIO).

Generation Arts is committed to the provisions of the Equality Act 2010 and promoting an environment of respect, understanding, encouraging diversity and eliminating discrimination.

The purpose of this policy is to provide equity and fairness for all our staff, volunteers, participants and the Board of Trustees (our “people”) and not to discriminate on the grounds of any protected characteristics, highlighted by the Equality Act 2010 below.

- Age
- Disability
- Gender reassignment
- Race / ethnicity
- Religion or belief
- Gender
- Sexual orientation
- Pregnancy and maternity
- Marriage and civil partnership

We oppose all forms of unlawful and unfair discrimination and recognise that all individuals are different and should be treated fairly and equally in accordance with their needs. This equity, diversity and inclusion policy and action plan will be implemented across all aspects of Generation Arts:

- the appointment of Trustees to its Board
- the appointment of staff, their conditions of service and employment procedures
- the appointment of volunteers
- all dealings with the public and participants

- the contracting and management of staff

2. Focus

Generation Arts provides an inclusive programme of arts activities provided by professional artists from creative movement and dance, visual arts, to music projects, and remote cinema programmes. The majority of our projects are free to participate in and we deliver our projects in a range of community contexts from; community centres, hospitals, day centres, care homes and mental health hubs.

Through evaluating our projects, we have found that we have increased people's confidence, self-esteem and feelings of positivity. We help those people who feel isolated to connect with others in their community through the arts, and to feel less lonely. There are profound mental and physical benefits of participation in arts projects.

2.1 Target groups

- Older people over 65 years who may have neurological diseases, health conditions (e.g. Dementia/Parkinsons) or restricted movement.
- Adults with mental health issues.
- Children, young people and adults that experience care homes, specialised care or a hospital context.
- People experiencing financial hardship, poverty and/or social exclusion.

3. Our Vision

Generation Arts' vision for equity, diversity and inclusion is that it will not only inform our creative, and artistic practice but it must run through the way we manage our activities, the composition of our staffing team and the governance of the organisation. We believe that by ensuring our organisation is diverse and inclusive our work will be more relevant to more people, as well as advance an important dimension of social justice. We will also continue to seek equity, diversity and inclusion data from those we interact with and be proactive in improving how we collect, analyse and apply equity, diversity and inclusion data in our decision-making. We have set out our key commitments below:

3.1 Our Commitments

1. Encourage equity, diversity and inclusion in the workplace by creating an environment in which individual differences and the contributions of all people are recognised and valued.
2. Create a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff are recognised and valued.
3. To comply with legislation to ensure there is no discrimination, directly or indirectly.
4. To provide training for managers and all other staff about their rights and responsibilities under the equity, diversity and inclusion policy.
5. Take seriously complaints of bullying, harassment, victimisation and unlawful

discrimination by staff, participants, volunteers, suppliers, the public and any others in the course of the organisation’s work activities.

6. To ensure all people are aware that breaches of our equity, diversity and inclusion policy will be regarded as misconduct and could lead to disciplinary proceedings.
7. Make decisions concerning staff being based on merit (apart from any necessary and limited exemptions and exceptions allowed under the Equality Act).
8. Review employment practices and procedures when necessary to ensure fairness and also update them and the policy to take account of changes in the law.
9. Monitor the make-up of the workforce regarding information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability in encouraging equity, diversity and inclusion, and in meeting the aims and commitments set out in the equity, diversity and inclusion action plan.
10. Monitoring will also include assessing how the equity, diversity and inclusion policy, and any supporting action plan, are working in practice, reviewing them annually, and considering and taking action to address any issues.

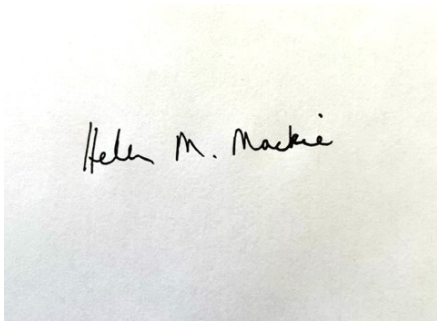
4. Equality, diversity and inclusion action plan

Area	Action	Responsibility	Timeline
Governance and Board of Trustees	To provide training so our Board understands their commitments to equity, diversity and inclusion.	ESJ	2026 to 2027
Staff and volunteers	Employment processes are compliant, and reflect the spirit of our approach to equity, diversity and inclusion.	ESJ	2026 to 2027
Staff and volunteers	To provide training so our staff and volunteers understand their commitments to equity, diversity and inclusion.	ESJ	2026 to 2027
Programming	We will focus on two specific protected characteristics, highlighted by the Equality Act 2010 for our creative programme; age and disability.	ESJ IR FL MB	2026 to 2027

Programming	We will provide free or heavily subsidised creative classes for people aged over 65 years and young people/adults with a disability.	ESJ IR FL MB	2026 to 2027
Marketing and Communications	The language and images we use in marketing and communications will reflect a diversity of people and practices in our programmes and organisation.	ESJ IR FL MB	2026 to 2027
Marketing and Communications	We will ensure that we advertise our jobs, volunteer opportunities and projects in diverse environments.	ESJ IR FL MB	2026 to 2027
Partnerships and Networking	We are working in partnership with Carers of West Lothian (COWL), Tonic Arts (NHS), Rosebery Centre for Dementia Care, West Lothian Parkinson's, and West Lothian Council to support and promote our existing projects. We will actively seek out other partners/networks that also support our commitment to disability.	ESJ IR FL MB	2026 to 2027
Social Prescribing	The Community Link Managers and Workers from the following organisations make referrals to our projects for people who want to improve their health and wellbeing; Good Connections Community Wellbeing Project, Boghall Community Wellbeing Hub and Livingston Community Wellbeing Hub	ESJ IR FL MB	2026 to 2027

5. Agreement to follow this policy

This equity, diversity and inclusion policy and action plan is fully supported by the Board of Trustees, staff and volunteers.

A photograph of a handwritten signature in black ink on a light-colored, slightly textured paper. The signature reads "Helen M. Mackie" in a cursive, slightly slanted script.

Helen Mackie's signature,
Chair of Generation Arts.

Date: 27/05/2026

This policy will be reviewed once a year.