

SERPENTINE

EQUAL OPPORTUNITIES STATEMENT

1. Introduction

The Serpentine Galleries is committed to encouraging diversity and eliminating discrimination in both its role as an employer and as a provider of services.

Our aim is for our staff to be truly representative of all sections of society and to work in a positive and effective environment where everyone is respected, and for each employee to be able to give their best.

We, in providing our service, are also committed against unlawful discrimination of the public.

2. Scope

Our policy is to provide equality and fairness for all in our employment and in our provision of services and not to discriminate on the grounds on age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, gender (sex) and/or sexual orientation.

We oppose and avoid all forms of unlawful discrimination. This includes in pay and benefits, terms and conditions of employment, dealing with grievances and discipline, dismissal, redundancy, leave for parents, requests for flexible working, and selection for employment, promotion, training or other developmental opportunities.

3. Responsibilities

The Serpentine Galleries is responsible for maintaining fair, consistent and objective procedures for matters relating to Equal Opportunities and Dignity at Work.

We have a legal responsibility to ensure the health and safety of staff and a to provide a working environment which is free from unlawful discrimination.

All employees are responsible for their own behaviour and in supporting the measures introduced to promote equality and diversity and eliminate unlawful discrimination.

4. Commitment

The Serpentine Galleries will demonstrate its commitment by:

- Valuing and promoting the diversity of our staff, artists we work with and our visitors;
- Creating an inclusive, welcoming culture for all free of bullying, harassment, victimisation and unlawful discrimination;
- Training managers and all other employees about their rights and responsibilities under the Dignity at Work policy;
- Taking seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, customers, suppliers, visitors, the public and any others in the course of the Serpentine Galleries' work activities;
- Providing opportunities for training, development and progress to all staff, who will be helped and encouraged to develop their full potential;
- Making decisions concerning staff based on merit (apart from any necessary and limited exemptions and exceptions allowed under the Equality Act);
- Reviewing employment practices and procedures when necessary to ensure fairness, and update them and the policy to take account of changes in the law; and
- Monitoring the workforce regarding information such as age, gender, ethnic background, sexual orientation and disability in encouraging equality and diversity, and in meeting the aims and commitments set out in the Equality Action Plan.

5. Complaints

If you feel that there has been a breach of this Statement or the Serpentine Galleries' Dignity at Work Policy and you wish to lodge a formal written complaint, this will be dealt with under the Disciplinary or Grievance Policy and any appropriate action will be taken. Particularly serious complaints may be treated as potential gross misconduct and could lead to dismissal without notice. Sexual harassment may amount to both an employment rights matter and a criminal matter, such as in sexual assault allegations.

A written complaint should be made as soon as possible after the event and without unreasonable delay.

Your written complaint should set out full details of the conduct in question, including the name of the individual, the nature of the incident, the date(s) and time(s) at which it occurred, the names of any witnesses and any action that has been taken so far to address the issues.

6. Additional Support

If you feel unable to talk to a work colleague regarding any aspects of Equal Opportunities, you can contact our Employee Assistance Programme for confidential advice and assistance.