

Second Movement

Diversity, Equity and Inclusion Policy

Second Movement seeks to ensure that all those we engage with are given equal opportunities, irrespective of their sex, marital/civil partnership status, gender reassignment, disability, race, age, sexual orientation or a religion/belief or lack of any religion/belief (referred to as 'protected characteristics'), or their association with someone with a protected characteristic. We are committed to treating all people fairly and with respect, without discrimination or harassment, regardless of social status or socio-economic background.

We aim to create a safe and welcoming atmosphere for everyone. We design our activities, services and processes to encourage and support participation from people who face disadvantage in society and who are underrepresented in the arts. We want the work we perform to challenge discrimination. We embrace and celebrate differences. We aim to work in ways that accommodate diverse needs and lifestyles.

Second Movement has participated in unconscious bias training. We aim to listen to the concerns of marginalised groups. We take our safeguarding responsibilities seriously. Our creative work has represented the views of underrepresented groups and promoted the interests of underserved communities.

Second Movement may on occasions prioritise certain individuals or groups with particular protected characteristics to redress lack of opportunity and to promote inclusion within the creative industries. Our objective is to alleviate disadvantage experienced by people who share a protected characteristic, to reduce their under-representation and to meet their particular needs. We would endeavour to act in a proportionate way to achieve the relevant aim.

November 2024

This policy will be reviewed every two years or sooner in the event of legislative changes or revised policies and best practice.

Second Movement: a company limited by guarantee, registered in England number 05369515, registered office 128 Cannon Workshops, Cannon Drive, Canary Wharf, London, E14 4AS

Registered charity: number 1111985

www.secondmovement.org.uk