

The Top Banana Project's Equality and Diversity Policy

Top Banana is committed to Equal Opportunities for all, and believes this should be integral to its work. To this end it aims to make its activities open and accessible to all, regardless of age, gender, ethnicity, faith, physical or mental impairment, sexual orientation or transgender.

The organisation seeks to involve the broadest range of participants possible in its work and understands that different groups often have different needs, e.g. language and cultural norms etc. which must be taken into consideration when planning and running activities. It also recognizes that much can be learned by asking staff, freelancers and participants their views and opinions and acting upon them.

Top Banana works to promote social inclusion and has developed a range of working practices to facilitate this. This includes an emphasis on high Workshop leader: participant ratio and the involvement of additional support workers/facilitators alongside participating groups where appropriate.

Top Banana does not see age as a barrier to involvement. Workshops include activities that are accessible to all ages. While actively promoting the involvement of young people in the organisation, Top Banana recognises the equal value of the skills, knowledge, experience and ability of all age groups.

Top Banana recognizes that gender stereotyping can be a barrier to involvement in the arts. Therefore the company aims to encourage both males and females to engage in our activities, and to present skills in a way that addresses this issue.

Top Banana is committed to work with B&ME communities, both as workshop leaders and participants.

Top Banana believes people of all faiths and none should be able to participate in our activities. To ensure this, provision is made for workshop leaders and participants to practice their faiths including time and space for daily prayers, appropriate food and consideration of major festivals when planning projects and events.

Top Banana is committed to the production of clearly written and printed publicity in point 12 or above and uses images to enhance meaning.

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Equality and Diversity Policy (Continued)

Top Bananas working practice includes a commitment to the 'Social model of disability', that is, that social attitudes to physical and/or mental impairment is a major factor in people's 'disabilities', restricting opportunities and curbing aspirations.

To this end, additional support workers are used on projects where appropriate to ensure that all individuals can participate equally.

Top Banana does not discriminate against people on grounds of their sexual orientation, and recognizes that transgendered individuals should be treated with respect and supported to ensure they are accepted and involved.

Top Banana will ensure that Board Members, Artists, Practitioners, Workshop Leaders and volunteers are familiar with its policies on Equality and Diversity, and act accordingly at all times when representing the organisation.

The Top Banana Project CIC
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