

ACHATES

Anti-Racism Policy and Action Plan

Updated April 2022

At Achates we recognise there is inequality and racism around us. We acknowledge that racial injustices and ingrained inequalities are apparent in society and evident in UK workplaces. The Cultural Sector has not shared power equitably in the past and there has been systemic racism and there continues to be a significant lack of racial diversity in the workforce and employees from the Global Majority are concentrated in the least well paid roles.

Achates is committed to change in the cultural sector, to fight against racism and the ignorance, intolerance and apathy that allows it to continue.

As a market disruptor we believe change at the workplace level can influence wider societal change, which can in turn, influence positive change on the sector and wider society. Change is needed in both spheres to create lasting racial equality and inclusion.

This policy is accompanied by Achates' Dignity at Work and Equality and Diversity statements, protocols and policies.

Policy Statement

Achates maintains a zero-tolerance stance on racial discrimination in the workplace as per the Equality Act 2010, and the organisation's employees, associates, clients and the broader public need to be aware of this stance.

Everyone who works at Achates takes responsibility for creating and maintaining an inclusive and equal environment which tackles racism both within Achates and within the organisations we work with.

Achates has come to understand 'race' as a social construct and how racism manifests in our workplace and in the wider cultural sector. Achates recognises that it is currently a majority white organisation, which is not representative of the population of London, and the location of our registered office. We acknowledge the current lack of racially diverse make up of staff and directors and we are committed to:

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- Transforming our staff team and leadership so that it is more representative of an ethnically diverse workforce and society;
- Creating a safe working environment for Global Majority staff to work in and work with us in;
- Supporting the career development of people from the Global Majority;
- Promoting the recruitment and advancement of people from the Global Majority to the cultural sector;
- Providing opportunities for our staff to receive regular anti-racism training including unconscious bias.

Achates has set the following objectives to help end systemic racism and address racial inequalities at work and actively promote anti-racism and include a commitment to:

1. Increasing the ethnic diversity of our staff;
2. Working together with our clients to break down inequalities of race;
3. Maintaining a zero-tolerance approach in dealing with any incidents of racism both internally and in our work with clients;
4. Ensuring our external communications, such as mailouts and the Achates website, reflect the ethnic diversity of our clients and does not reinforce stereotypes or structural inequalities;
5. Actively seeking to present an ethnically diverse panel at all of our *Achates Live!* online monthly webinars and Senior Management training seminars;
6. Actively promoting any recruitment opportunities, whether internal or on behalf of clients through accessible mediums and diverse recruitment channels;
7. Committing to sustained action through visible leadership and a willingness to change;
8. Reviewing all operational processes, protocols and HR policies ensuring the organisation's stance and values are clearly represented through our operational models, our ethos and values;
9. Ensuring our messaging is consistent and is reflected in all our interactions with clients and staff;
10. Raising awareness of cultural and religious calendar dates and events and honour these where appropriate;
11. Maintaining clear and open communication and lines of support for staff, provide opportunities to share experiences and learn from each other.

This policy forms a baseline approach and is subject to annual review.

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