



no.w.here Equality Policy

Our Organisation

no.w.here is a not for profit artist run organization based in Tower Hamlets that combines film production alongside critical dialogue about contemporary image making. no.w.here believes in treating all people equally irrespective of race, ethnic origin, sex, marital or parental status, sexual orientation, creed, disability, age or economic background. We are committed to working with minorities in society through education, and encourages energy efficient practices and the recycling of goods and materials where possible.

Organisation Race Equality Policy

The main aims of our race equality action plan are:

- To encourage all participants in no.w.here workshops and events, and no.w.here members to self-identify their ethnic origin.
- All documents sent to external organisations (e.g. staff, interns and members contracts and workshop or residency agreements) should bear no.w.here's equal opportunities statement. This will also be available and prominent on our website.
- To increase the cultural diversity of audiences of experimental film.

Race Equality Action Plan

- To strive towards race equality, no.w.here consults with staff, members, service users, and interns to sensitively identifying their ethnic origin.
- To aim to advertise and recruit new staff, members and advisory board members from diverse ethnic and social backgrounds.
- Advertise to and contact diverse groups with Tower Hamlets (no.w.here is aware that as an organisation it is situated within a community, which has Bengali and Sylheti as a major language).

Race Equality - How these points have been addressed

- We have undertaken a more regular analysis of data relating to the ethnic origin of participants in workshops, courses, and events at no.w.here, in order to reach out to underrepresented groups, as well as highlight the need for more local activities to take place with community groups and organisations.
- We continue to ensure that our equal opportunities statement is fit for purpose and compliant with the current guidance from the Equality and Human Rights Commission.
- In relation to recruitment of staff and advisory board members from diverse backgrounds no.w.here is aware of the requirement to advertise positions openly across a wide range of online and printed media. We are still seeking a local presence on our advisory board, which aims to reflect the diversity of the community we are situated in.

Disability Equality Action Policy

no.w.here's targets continue to be as follows:

- Ensure no.w.here's equal opportunities statement is visible on our website and within all external communication.
- Work within the disability equality action guidelines of all partner organisations when organising workshops or screenings externally.
- Ensure that disabled access and accessible transport arrangements for workshops and screenings is flagged on the no.w.here website and within mail-outs.
- As far as is possible programme all future workshops and screenings as being accessible.
- Ensure that applicants for positions of employment or internship who indicate a disability are assessed on merit alone.
- Highlight in all literature that the no.w.here first floor lab is currently inaccessible to wheelchair users.
- To identify, respond to and provide any further support needs for disabled or deaf participants in no.w.here activities.
- To actively market no.w.here workshops and courses to disability organisations.
- no.w.here staff to undertake training when available such as deaf awareness training.