



The
Ulrike Michal
Foundation
for the Arts

Equalities Statement — The Ulrike
Michal Foundation for the Arts

Charity Reg. No. 1188685

2020

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Date agreed: 7th December 2020 - Date of review: 2nd Dec 2021

Associated Documentation:

This statement should be read in conjunction with the Charitable Trusts Deed, Trustee roles, the Governance Jigsaw as outlined by the Charity Commission and the Foundation's Grants Criteria.

Overview:

This policy statement sets out the Foundation's commitment to being an equal opportunities organisation and is an integral part of every aspect of our activities.

- ◆ The Foundation welcomes grant applications from all members of the community within the counties of Anglesey, Gwynedd, Denbighshire and Flintshire; the county boroughs of Conwy and Wrexham; the former metropolitan county of Merseyside (comprising Wirral, the City of Liverpool, Knowsley, St. Helens, Sefton and Halton), Cheshire East; Cheshire West and Chester; and the counties of Shropshire and Herefordshire as extant on 2nd December 2019, who meet the eligibility criteria.
- ◆ The Foundation will work to ensure its policies and procedures actively combat discrimination and will ensure that prospective or current trustees, and those who wish to apply for and receive the Foundation's grants are not treated less favourably on the grounds of: Gender, Marital Status, Employment Status, Responsibility for Children or Dependents, Race, Colour, Religion, Ethnic or National Origin, Age, Disability, Class, Sexual Orientation, Gender Reassignment or by association with anyone with a protected characteristic or are disadvantaged by the application of any other conditions or requirements, which cannot be shown to be justified.
- ◆ The Foundation's criteria when assessing, appraising and deciding on grant applications include equal opportunities and diversity of beneficiaries.
- ◆ The Foundation commits to reviewing its policies and procedures in relation to Equal Opportunities on a regular basis taking into account wider changes in society, legislation and its experience as a charity