



Equal opportunities for all

As an art form, Carnival thrives on diversity: of people, of skills, of talent, of origin. We respect the global traditions that inspire the Carnival we make, and the Carnival that makes us.

Carnival is sometimes – and we think wrongly – regarded as a lowlier art form, precisely because it comes from a multitude of people and traditions, and so Global Grooves strives to achieve artistic excellence to best represent these communities, and their rich cultures, languages and traditions.

As an organisation, Global Grooves actively seeks to reach, engage, learn from and collaborate with people from a variety of backgrounds, practising different cultures, religions, languages and art forms. We believe that this is necessary to make great Carnival, but also to foster happier, healthier communities within which we can all genuinely be a part and feel at home.

This document sets out how we put this into practice, in all areas of our operations.

Valuing difference

Whatever work we do, we will ensure that we take positive action to encourage equality of opportunity and support all corners of the community. We will ensure that we will not discriminate against any individual, group, or sector of society.

Walking the walk

Our method of management, both day-to-day and our strategic, long-term vision, means that our team has the opportunity to achieve equality, both in theory and practice. Overall management and legal responsibility sit with the Directors.

Seeking new collaborators

When we look to recruit new members of the team, we will ensure that our job descriptions and person specifications reflect our values as an equal opportunity employer and will demonstrate our commitment to equality of opportunity. We will take the steps necessary to ensure that our advertisements are shared as widely as possible, are as accessible as possible, and seek to encourage applications from disadvantaged groups such as people with disabilities and those from ethnic minority communities. We follow objective criteria so we can guarantee that our decisions are based solely on the individual's capabilities and suitability for the role.

Skilling up

We want to foster a continuous learning environment for our team as we realise that training and learning leads to greater equal opportunities in the workplace. Inductions for new starters and annual reviews for employees and freelance artists identifies training needs and plans to meet these gaps.

Working with us

We support our team to enjoy flexible hours and the opportunity to work from home, especially those with caring responsibilities. New parents and carers are provided tailored, flexible work opportunities, while pregnant/expecting family members of the team are supported to ensure they are able to attend all necessary appointments.