

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.

Global Grooves strives to achieve artistic excellence to best represent the communities of Carnival around the world, promoting and preserving 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 and outdoor arts, but also to foster happier, healthier communities within which we can all genuinely be a part and feel at home.

Valuing difference

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

Championing communities and participants

We greatly value every participant, artist, and organisation we have the pleasure of working with and learning from. We proudly publish artist profiles and case studies of those who wish to be featured, and offer an ongoing platform for partnership organisations and communities to share and celebrate their successes via our website and social media channels. Our strategic, long-term vision means that our team has the opportunity to achieve equality, both in theory and practice. Our fully equipped arts spaces and growing events calendar represent even more opportunities for emerging artists to gain exposure, training, and diverse skills alongside professionals and touring international artists.

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 a diverse pool of talent. 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. We offer ongoing access to training and CPD opportunities in creative, business, and personal development areas.

Working with us

We support our team to utilise flexible working hours where possible 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. We support individuals with reasonable adjustments and flexibility required regarding reproductive health and all stages of the menopause.

Staff and Team wellbeing

Staff are granted time off in lieu when required, and we work closely with our team to ensure everyone feels supported and connected with other colleagues via line management and check ins. All staff have access to a variety of wellbeing benefits including healthcare plans, monthly lunches with our wider team and volunteers, international visioning trips, and team building activities. All staff have access to sanitary products, brew-making facilities, space to heat and eat lunch, and space for prayer and reflection where needed.