

Inclusive Language Policy

Britten Pears Arts strives to ensure a safe environment for all visitors, staff and artists that is free from discrimination. This policy aims to provide a framework for the appropriate use of language.

Inclusive language refers to language that raises no social stereotypes in relation to gender, race, age or body, utilises gender free words where gender reference is unnecessary and avoids the use of words and/or phrases that create or maintain disadvantage or barriers for the people being referenced.

[definition of inclusive language is derived from "The Cambridge Guide to English Usage" (2004, Peters, P., Cambridge University Press)].

Britten Pears Arts is aware that individuals have different experiences and knowledge and that acceptable terms frequently change. Using inclusive language is part of our continuing organisational journey to improve experiences people have in all areas of our work.

This document is meant as an aid to try and enable everyone to feel included no matter what experience individuals have. If someone hears a term being used incorrectly or does not feel the language being used is appropriate, they should kindly and gently raise this with the person directly. Everyone makes mistakes and often behaviours are unintended.

Statement

Britten Pears Arts expects volunteers, staff, participants and artists to use inclusive language and to avoid the use of discriminatory language. The language used should be appropriate and suit the circumstances.

brittenpearsarts.org

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Britten Pears Arts is a registered charity No. 261383 and a company limited by guarantee registered in England and Wales No. 980281. VAT Registration No. 927 3330 30.
Registered office: Snape Maltings Concert Hall, Snape, Saxmundham, Suffolk IP17 1SP.

Examples of Discriminatory Language

Emphasis on Difference

- It is often not necessary to mention a person's sex, race, ethnic background or other characteristics. Unnecessary references of this nature should be avoided.

Language and Disability

- Unnecessary references to a person's disability should be avoided. Where reference to the disability is necessary, respect the individual's preference for terminology or use the appropriate medical term (if known).

Language and Gender

- Language should reflect the idea that women, men and those of a non-binary gender are independent persons of equal value, dignity, integrity and respect.
- Avoid using gender-biased language, and terms that may be patronising or belittling to one gender.
- Use of inclusive terms such as 'person' should be used instead of 'men' and 'women'. For example when referring to groups, avoid terms like ladies and gentlemen and instead use words like guests.
- Growing numbers of people, including some transgender, nonbinary, agender or gender-fluid people, use they/them/their as a gender-neutral singular personal pronoun. If you are uncertain, ask a person which pronouns they would prefer.

Stereotyping

- A stereotype is a generalised image of a person or persons belonging to a particular group. The image is formed by isolating or exaggerating certain features which seem to characterise the group. Although they may reflect elements of the truth, these are usually misinterpreted or inaccurate owing to oversimplification. Stereotypes should therefore be avoided.

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The language that we use is very important to ensure that everyone feels included but over time acceptable and preferred terms change and it is likely that new expressions will develop in the future. We will attempt to update our information regularly, but it is also important that individuals try to stay as up to date as possible and open to change.

Terms to avoid	Terms to use
Remember it is often unnecessary to use any words or terms at all to describe people.	
Disabled/handicapped	Person with a disability
Wheelchair bound	Person who uses a wheelchair
Hearing impaired	Deaf or hard of hearing
Vision impaired	Blind/partially sighted
Race	Ethnicity
BAME / BME Ethnic minorities	Global Majority - but only if it is really essential to group all people from different ethnic minorities together, mostly this should not be necessary.
Mixed people / mixed race people	People with a mixed ethnic background

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