Equality, Diversity & Inclusion Policy

Owner: Director | Adopted by CIC: 11 October 2026 | Review: October 2027 | Version: 1.0

CH11MP Creative CIC — Connecting Communities through Creativity
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1. Purpose

CH11MP Creative CIC is committed to equality, diversity, inclusion and fair treatment. We want our workshops, partnerships, employment, volunteering and decision-making to be welcoming, accessible and free from unlawful discrimination, harassment and victimisation.

2. Scope

This policy applies to directors, employees, freelance artists, facilitators, volunteers, contractors, participants and anyone representing CH11MP. It covers recruitment, induction, training, programme design, delivery, communications, procurement, partnerships and complaints.

3. Commitments

- Treat people with dignity and respect.
- Provide equal opportunities and make reasonable adjustments where required.
- Design creative activity that welcomes different ages, abilities, backgrounds, identities, beliefs and levels of artistic experience.
- Challenge discrimination, bullying, harassment, victimisation and exclusion.
- Use accessible, respectful language and seek feedback from participants and partners.
- Make decisions fairly and on relevant evidence.

4. Protected characteristics

CH11MP will not unlawfully discriminate because of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation. We also seek to reduce barriers linked to caring responsibilities, health, income, digital access and social isolation.

5. Accessible programme delivery

- Discuss access needs with partner organisations before delivery.
- Offer clear information about venue access, materials and session format.
- Adapt instructions, pace, tools and participation methods where reasonably practicable.
- Avoid assumptions about ability or capacity.
- Respect a participant’s choice not to take part in any activity.

6. Recruitment and volunteering

Selection will be based on the requirements of the role, relevant skills, values, conduct and safeguarding suitability. Reasonable adjustments will be considered throughout recruitment and service.

7. Raising concerns

Concerns may be raised with the Director. Complaints will be handled under the Complaints Procedure. Serious conduct concerns may lead to removal from an activity, role or contract.

8. Monitoring

CH11MP will review feedback, access requests, complaints and participation information where it is lawful and proportionate to do so. The policy will be reviewed annually and after significant concerns or legal change.

References

Equality Act 2010; Human Rights Act 1998; relevant EHRC guidance.

Approval

Approved by: Craig King, Director
Signature: _____ Date: _____
Next review due: October 2027