

Creative Art Works CIC

Diversity, Equality, and Inclusion

Diversity, Equality, and Inclusion Statement

We are committed to diversity, equality, inclusion, and compassion. We unequivocally condemn intolerance, racism, and all forms of hatred. We seek to listen and learn, and to amplify the voices of under- and mis-represented communities. We approach this work with integrity, optimism, courage, and humility, knowing that we will make mistakes, learn, and adapt along the way.

Diversity, Equality, and Inclusion Policy

Aims

Creative Art Works Community Interest Company (CAW CIC) is open to engaging and collaborating with all people, regardless of their background or abilities. We aim to always create a supportive, non-judgmental environment where people from all backgrounds can come together and enjoy friendship, respect and care for each other. In particular, we aim to treat every participating client and collaborating individual equally, regardless of their age, disability, socio-economic status, cultural heritage, gender (reassignment), marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.

Accessibility

All our meetings and events are held in venues that are accessible to wheelchair users. When there are more than 40 people at an event we aim to use a PA system.

When we organise outings for our members we provide free places for carers for members who can only attend if they bring a carer.

We are committed to ensuring any participant is able to attend our activities, so we will reassess our access requirements to meet the needs of new audience or participants.

Diversity

We aim to organise a range of events and activities to suit the interests and meet the needs of a wide variety of people. For example, we might theme our events around festivals and celebrations from a range of cultures and beliefs

We are open to new ideas, and particularly prioritise opportunities for client groups to share their cultural heritage with one another.

Inclusion and respect

Every client, creative arts practitioner and project partner should be made to feel equally welcome and included at Creative Art Works CIC sessions, events and meetings. Sexist, racist, homophobic, transphobic or otherwise offensive and inflammatory remarks and behavior are not acceptable. These constitute harassment, and have no place in our Community Interest Group.

Code of Practice

- We aim to make our meetings and events accessible to people with disabilities – e.g. provide transport, meet in accessible premises, provide sign language interpreters when necessary and produce information in large print.
- We will endeavor to provide interpreters where required in activities and meetings so everyone can participate.
- We aim to use local training opportunities to help our creative practitioners and other session leaders better understand how discrimination occurs and how to prevent it.
- All sub-contractors will have the Equality and Diversity Policy explained to them, and will undertake to comply with and implement this policy.
- Members who have experienced discrimination can make complaints to the lead project facilitator/coordinator. If they are unable to resolve the complaint, it will be referred to the Company Director.

Code of Conduct

- People will be treated with dignity and respect regardless of race, nationality, sex, sexual orientation, gender reassignment, disability and/or age.
- At all times people's feelings will be valued and respected. Language or humour that people find offensive will not be used, e.g. sexist or racist jokes or terminology which is derogatory to someone with a disability.
- No one will be harassed, abused or intimidated on the ground of his or her race, nationality, sex, sexual orientation, gender reassignment, disability or age. Incidents of harassment will be taken seriously.

Code of Practice

- We aim to make our meetings and events accessible to people with disabilities – e.g. provide transport, meet in accessible premises, provide sign language interpreters when necessary and produce information in large print.
- We will endeavor to provide interpreters where required in activities and meetings so everyone can participate.
- We aim to use local training opportunities to help our creative practitioners and other session leaders better understand how discrimination occurs and how to prevent it.
- All sub-contractors will have the Equality and Diversity Policy explained to them, and will undertake to comply with and implement this policy.
- Members who have experienced discrimination can make complaints to the lead project facilitator/ coordinator. If they are unable to resolve the complaint, it will be referred to the Company Director.

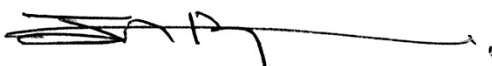
Dealing with Complaints

- The Community Interest Company will take complaints of discrimination and harassment very seriously.
- They will investigate them thoroughly, and provide opportunities for the person making the complaint to speak in a safe environment about their experience.

- If the complaint is against an individual, the company directors will hear their point of view.
- If the complaint is against a particular individual, this person will have the opportunity to express their point of view, accompanied by a friend. The person making the complaint will also have this opportunity.
- Community Interest Company Director/s will decide the action to take based on the principle of ensuring the continued inclusion and safety of any member who has experienced discrimination or harassment.
- Any decision to exclude a person from the company/company event due to discriminatory or harassing behavior, will be made with reference to our policies and code of conduct. Creative Art Works CIC will support people who feel they have been harassed or discriminated against, and will not victimise or treat them less well because they have raised this.

In adopting this Equality and Diversity Policy, Creative Art Works CIC are also making an unequivocal commitment to implementing it, so as to ensure that equal opportunity becomes a reality.

This policy has been in place since 3rd January 2019, and will be reviewed at least every 2 years. Latest review was 26th January 2023

Signed: 

Joanna Boyce