



## EDUCARTEVENT Equality and Diversity Policy

### Introduction

EDUCARTEVENT is committed to promoting equality, diversity, and inclusion in all aspects of our work. Our mission is to support local community including displaced Ukrainian children and young adults by providing access to arts and cultural engagement. We believe that creativity thrives in diverse communities, and we aim to create an environment that values and celebrates differences, ensuring that everyone has equal opportunities to participate in and benefit from our programmes.

This policy outlines our commitment to fostering an inclusive environment and addressing any form of discrimination.

### Our Commitment

At EDUCARTEVENT, we are dedicated to:

- **Promoting equality** by ensuring that everyone, regardless of background, is treated with dignity and respect.
- **Valuing diversity** by recognising, respecting, and celebrating the differences in our participants, staff, volunteers, and partners.
- **Preventing discrimination** on the grounds of age, disability, gender identity, marital status, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.

### Scope of the Policy

This policy applies to:

- **Participants** in our programmes and events, including children, young adults, and their families.
- **Staff and Volunteers**, including trustees, freelancers, and anyone working on behalf of EDUCARTEVENT.
- **Partners** and collaborators who work with us to deliver our programs and services.

### Key Principles

#### 1. Equal Access and Opportunity

- We ensure that all our activities, including arts programmes, workshops, and events, are accessible to everyone, regardless of their background or circumstances. Special attention is given to making accommodations for participants with disabilities or special needs.



## 2. Inclusive Programming

- Our events and programmes are designed to reflect the rich diversity of our community. We aim to promote a broad understanding of different cultures, particularly the heritage of displaced Ukrainian families, and foster an environment where everyone feels represented and valued.

## 3. Zero Tolerance for Discrimination

- We do not tolerate any form of discrimination, harassment, or bullying. All incidents will be taken seriously and addressed promptly in accordance with our policies. This applies to all participants, staff, volunteers, and partners.

## 4. Positive Representation

- We strive to represent a wide variety of voices in our arts and cultural events, ensuring that marginalised and underrepresented communities are included in our programming.

## Implementation

To implement this policy, we commit to:

- **Training and Awareness:** Providing training for staff and volunteers on equality and diversity, ensuring that they understand their responsibilities and the importance of fostering an inclusive environment.
- **Accessible Communication:** Ensuring all communication, including marketing materials and event information, is clear and accessible to people of different backgrounds and abilities. We will provide translations or adjustments where necessary.
- **Continuous Monitoring:** Regularly reviewing our practices to ensure that they are fair and inclusive, and making improvements where necessary.

## Responsibility

The board of trustees, staff and volunteers of EDUCARTEVENT are responsible for upholding the principles of this policy. We expect all members of our organisation and those engaging with our services to adhere to our commitment to equality and diversity.

## Reporting Concerns

We encourage anyone who experiences or witnesses discrimination, harassment, or any behaviour contrary to this policy to report it immediately. Reports can be made confidentially to our team, and all concerns will be handled with sensitivity and fairness.



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## **Review of Policy**

This Equality and Diversity Policy will be reviewed annually to ensure that it remains current and effective. We welcome feedback from all stakeholders to help us improve and enhance our approach to equality and diversity.

## **Contact Information**

For further information about our Equality and Diversity Policy, or to raise a concern, please contact us at:

**Email:** [educartevent@gmail.com](mailto:educartevent@gmail.com)

**Website:** [www.educartevent.co.uk](http://www.educartevent.co.uk)

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This policy was last reviewed on 15 February 2024

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