



Equity, Diversity and Inclusion Policy

Updated Jan 2026

Overview:

Creative Crawley recognises the importance of reflecting the rich diversity of the world we live in and the creative value of placing the spirit of equality at the heart of our work. We think that everyone has the right to participate in and enjoy the arts in many diverse ways. We know that people experience discrimination or lack of opportunity for a host of reasons including:

- Class
- Poverty
- age
- Disability
- Neurodivergence
- Race
- religion or belief
- national or ethnic origin
- gender reassignment
- marital status
- caring responsibilities
- gender and sexual orientation.

We are committed to non-discrimination in everything we do by placing these key values at the heart of all our activities:

- acting fairly and without prejudice
- promoting equity, diversity and mutual respect through staff training and leadership
- promoting equity by reaching out to disadvantaged groups with appropriate offers of engagement
- celebrating cultural diversity

This policy sets out the main ways that we aim to live up to these values and fulfil these commitments. This policy provides guidance only and does not form a part of any employees contract of employment and Creative Crawley may, amend or replace this policy at any time.

Actions:

We're committed to eradicating exclusion and addressing all unlawful discrimination, bullying and harassment in work we make and the way we operate. We want Creative Crawley to be a rewarding and enjoyable place to work where people are treated with dignity and respect, valued for who they are and the contribution they make.

The policy and accompanying action plan will be monitored and updated annually and approved by the Board. To ensure that this policy and its action plan are fully implemented, Creative Crawley Trustees are jointly responsible. We ensure that all employees and volunteers are made aware of this policy and encouraged to engage with its objectives.

Evaluation & Monitoring

We are strongly committed to regularly monitoring the application of this policy and improving our practice in the light of information and experience. As an integral part of every project, we collect data in accordance of Creative Crawley's data protection policy and will feature discussions on equity, diversity and inclusion in regular team meetings.

Definitions:

Equity - "the situation in which everyone is treated fairly according to their needs and no group of people is given special treatment" Cambridge Dictionary

In applying equity, Creative Crawley will provide the appropriate resources and opportunities to facilitate fair treatment

Diversity - Creative Crawley adopts Arts Council England's definition of diversity. "Diversity is about recognising, respecting and valuing people's differences to contribute and to realise their full potential"... "by promoting an inclusive culture for all.encompasses race, ethnicity, faith, disability, age, gender, sexual orientation, pregnancy and maternity, and marriage and civil partnerships. We also include class and economic disadvantage and social and institutional barriers that prevent people from participating in and enjoying the arts."

Inclusion - "the idea that everyone should be able to use the same facilities, take part in the same activities, and enjoy the same experiences, including people who have a disability or other disadvantage" Cambridge Dictionary

In applying inclusion, Creative Crawley will create an environment where everyone feels accepted and welcome

How we aspire to embrace the principles and spirit of diversity and equity:

Bringing in New Voices

- We are always looking for ways to broaden and diversify our pool of participants to bring in new voices and stretch us creatively. We do this through partnerships with a range of community, education and business organisations locally and across the UK.
- We follow the Arts Council's best practice framework for ensuring there is diversity at all levels in the organisation, from the Trustees to all freelance staff.

Value-Driven

- Our values underpin all our work and drive our decision-making. They are written into our contracts with partners so that neither Creative Crawley nor the partner organisations we work with display behaviour that is unacceptable to our values.

Understanding

- The company is committed to ensuring that all staff has awareness of what diversity means and offering training where appropriate and share these values with working with the public

Accessible

- We only work in buildings that are fully accessible.

Inclusive

- We work with our staff team, artists and participants to ensure that people are aware of our commitment to equal opportunity and that no discriminatory language or actions are tolerated.
- We create art works for all ages and aim to make our work and that of others accessible to the most diverse audience possible. We do this through creating partnerships with a range of organisations in the UK. Through these means we involve people who have no or little access to the arts because of their economic status, geography, ethnicity or other factors.

This policy is next due for review in Jan 2027