

Equity, Diversity and Inclusion Policy - Fluxus Cornwall CIC

December 2024

This policy was accepted by Tina Varcoe and Paddy Deakin (Directors) on 2/12/2024 and will be reviewed annually.

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Policy Statement

Fluxus Cornwall CIC is committed to promoting equality, diversity, and inclusion in all aspects of our work. We believe that everyone should have equal access to opportunities and feel valued and respected regardless of their background, identity, or personal circumstances.

We believe that embracing a diverse range of ideas, perspectives, and experiences enriches our project, making it more enjoyable, creative, and unique for everyone involved.

Our Commitments

1. **Equal Opportunities:** We provide equal opportunities for all, ensuring that no one is treated less favourably due to age, disability, gender identity or expression, marital status, pregnancy or maternity, race, religion or belief, sex, sexual orientation, or socio-economic status.
2. **Inclusive Environment:** We strive to create a welcoming and inclusive environment where everyone feels respected and able to participate fully in our activities and workshops.
3. **Diverse Representation:** We actively encourage participation from individuals with diverse backgrounds and perspectives to enrich our community and creative projects.
4. **Zero Tolerance for Discrimination:** We do not tolerate any form of discrimination, harassment, or victimization. Any such behaviour will be addressed promptly and effectively.

We aim to create an environment where everyone feels empowered to take responsibility for maintaining a positive and safe space. We encourage participants to respectfully challenge unacceptable behaviour and raise concerns, knowing they will be listened to and supported.

Responsibilities

Management:

1. Promote and implement this policy across all aspects of Fluxus Cornwall CIC's activities.
2. Ensure staff, volunteers, and participants are aware of their responsibilities under this policy.
3. Regularly review practices, policies, and procedures to ensure inclusivity.
4. Take swift and appropriate action to address breaches of this policy.

Staff, Volunteers, and Participants:

1. Treat everyone with dignity, fairness, and respect.
2. Challenge discriminatory behaviour and report it to a staff member or workshop facilitator.
3. Promote inclusivity by welcoming and supporting individuals from diverse backgrounds.

Implementation

Recruitment and Participation:

- Actively work to reduce barriers to participation by considering accessibility needs, offering sliding scale fees where possible, and providing targeted outreach to underrepresented groups.
- Ensure recruitment of staff, volunteers, and participants is conducted in a way that is open, fair, and inclusive.

Workshops and Activities:

- Design workshops and activities to be accessible and inclusive for all participants.
- Where possible, provide materials and instructions in formats that accommodate different needs, including physical, sensory, and cognitive abilities.

Training:

- Provide regular training for staff and volunteers on equality, diversity, and inclusion principles.
- Equip facilitators with the tools to address and resolve incidents of discrimination or exclusion.

Monitoring and Review

Fluxus Cornwall CIC monitors the effectiveness of this policy through feedback from participants, staff, and volunteers. We review this policy annually or whenever significant changes occur in our organisation or community.

Date of Last Review: 2/12/2024

Next Review Date: December 2025

Raising Concerns

If anyone feels that this policy has been breached, they are encouraged to report it to the management team. Complaints will be treated seriously, handled confidentially, and resolved promptly.

Signed:

Paddy Deakin

Director, Fluxus Cornwall CIC