



Equality, Diversity and Inclusion (EDI) policy:

1. Our Commitment

We believe art belongs to everyone. Our collective is built on creativity, collaboration and respect. We welcome people from all backgrounds and are committed to creating an environment where everyone feels they can belong, participate and thrive.

2. Legal Framework

As a UK-based organisation, we comply with the **Equality Act 2010**, which protects people from discrimination based on:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race (including colour, nationality, ethnic or national origin)
- Religion or belief
- Sex
- Sexual orientation

3. What This Means in Practice

- **Respect for all:** Treat each other fairly and with kindness, regardless of differences.
- **Opportunities:** Ensure access to exhibitions, projects, workshops, and membership is fair and transparent.
- **Accessibility:** Where possible, make reasonable adjustments to ensure people with disabilities can participate fully.
- **Inclusive language & behaviour:** Use language and behaviours that respect people's identities and experiences.
- **Fair recruitment:** When inviting new members or collaborators, aim for open and inclusive processes.

4. Responsibilities

- **Collective leadership / organisers:** Ensure activities, events, and decisions reflect these values.
- **Members & artists:** Treat each other with respect, challenge exclusionary behaviour, and raise concerns if issues arise.
- **Everyone:** Help us build a safe and inclusive creative space.

5. Review

We will review this policy annually to ensure it remains relevant and effective. Feedback from members is always welcome.