



Name of policy	Reviewed by	Signed	Date reviewed	Date for next review
Equality and Diversity	Jade Sloan		6/5/26	May 2027

Equality and Diversity Policy

Blackbird Creative Arts Ltd

Stanhope House, 113-117 Stanhope Road South, Darlington, DL3 7SF

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Introduction

Blackbird Creative Arts Ltd is committed to promoting equality, diversity, and inclusion across all aspects of our work. We aim to create an environment where everyone, regardless of their background, can access and enjoy our performing arts provision. We believe that a diverse, inclusive environment enriches the experience of all individuals and fosters creativity, growth, and mutual respect.

This policy outlines our commitment to ensuring equality and diversity within the organisation, both in our staff and volunteers, and in our work with young people and the wider community.

Purpose

The purpose of this policy is to:

1. Promote equality and diversity within Blackbird Creative Arts Ltd.
2. Prevent and address discrimination, harassment, and bullying.
3. Ensure that young people, staff, volunteers, and all those who engage with our services are treated fairly and with respect.
4. Foster a culture of inclusion where everyone has equal access to opportunities, services, and support.

Scope

This policy applies to:

- All staff, volunteers, and contractors working with or on behalf of Blackbird Creative Arts Ltd.
 - Young people and individuals participating in the performing arts programs, workshops, and activities.
 - Any individuals or organisations interacting with Blackbird Creative Arts Ltd, including parents, carers, and members of the community.
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Equality and Diversity Principles

Commitment to Equality

Blackbird Creative Arts Ltd is committed to promoting equality and ensuring that no individual is discriminated against on the grounds of:

- Age
- Disability
- Sex
- Gender identity and gender expression
- Gender Reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race, ethnicity, and nationality
- Religion and belief
- Sexual orientation
- Social or economic background
- Any other characteristic protected by law.

Diversity as Strength

We recognise that everyone has unique qualities and experiences that contribute to the richness of our community. Blackbird Creative Arts Ltd values diversity and believes that a diverse group of people with different perspectives, experiences, and talents enhances creativity, collaboration, and innovation.

Inclusive Environment

We will provide a safe, welcoming, and inclusive environment where all individuals feel valued and able to participate. We strive to ensure that everyone has the opportunity to contribute, learn, and achieve, irrespective of their background, abilities, or personal circumstances.

Fair Treatment for All

We will treat all individuals fairly, with respect and dignity, and actively work to eliminate any form of discrimination, harassment, or bullying. We believe that everyone has the right to participate in activities without fear of exclusion or discrimination.

Access to Opportunities

We aim to provide equal access to all opportunities, whether related to performing arts workshops, staff recruitment, or community outreach. We will take proactive steps to ensure that individuals from all backgrounds can engage with our services and have the support they need to succeed.

Responsibilities

Leadership and Management

The leadership team of Blackbird Creative Arts Ltd is responsible for ensuring the implementation and monitoring of this Equality and Diversity Policy. This includes ensuring that staff are trained on equality and diversity matters and promoting a culture of respect and inclusion across the organisation.

Staff and Volunteers

All staff, volunteers, and contractors are responsible for understanding and adhering to this policy. They are expected to contribute to an inclusive and respectful environment, challenge discriminatory behaviours, and support the diversity of all participants.

Young People and Participants

We encourage young people and participants to respect the diversity of their peers and to treat one another with fairness, kindness, and respect. We aim to create an environment where everyone feels safe to express themselves and participate fully in activities.

Actions and Measures

Training and Awareness

- All staff and volunteers will undergo training on equality, diversity, and inclusion, ensuring they understand the importance of these values and how to promote them in their work.
- Ongoing development opportunities will be provided to ensure

that staff remain informed about best practices for fostering equality and diversity.

Accessible Services

- We will ensure that our services and programs are accessible to all, including individuals with disabilities or those from disadvantaged backgrounds. This includes considering physical accessibility, providing reasonable adjustments, and offering services in various formats if required. We will work in close partnership with referring schools and Local Authorities to ensure any reasonable adjustments outlined in a student's Education, Health and Care Plan (EHCP) or SEND profile are effectively implemented.

Monitoring and Evaluation

- We will regularly monitor and evaluate the impact of our equality and diversity initiatives, including feedback from young people, staff, and the community.
- Feedback from participants and staff will be encouraged and used to continuously improve our practices.

Addressing Discrimination, Harassment, and Bullying

- Any form of discrimination, harassment, or bullying will not be tolerated. We will address complaints and concerns promptly and fairly, using a clear procedure to investigate and resolve issues. Incidents of prejudice-based bullying or child-on-child abuse (including sexual harassment) will be managed strictly in line with our Behaviour & Anti-Bullying Policy and our Safeguarding Policy.
 - Staff and participants who are found to be in breach of this policy may be subject to disciplinary action, which could include removal from the program, suspension, or termination of employment.
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If a student is involved in a serious incident of discrimination, harassment, or prejudice-based bullying (either as a victim or perpetrator), the Designated Safeguarding Lead will inform the student's referring school.

Confidentiality and Data Protection

We will respect the confidentiality of all individuals and ensure that any personal information related to diversity (e.g., disability, race, or sexual orientation) is handled with care and in compliance with data protection regulations.

Review and Evaluation

This policy will be reviewed annually by the leadership team to ensure its relevance and effectiveness. Feedback from staff, volunteers, and participants will be considered in the review process, and any necessary changes will be made to improve the policy.

Contact Information

For any questions regarding this Equality and Diversity Policy or if you wish to report an incident of discrimination or harassment, please contact:

Jade Sloan

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Acknowledgment

By engaging with Blackbird Creative Arts Ltd services or joining as a staff member or volunteer, individuals agree to uphold the values of equality and diversity as set out in this policy.
