



We treat everyone as equal who attend our workshops and who are employees.

We have Wise Up Wishes that incorporate the principles of equality, diversity and inclusion accepting everyone as they are and ensuring that everyone receives equitable and impartial treatment.

To embed these principles all staff, undergo training which covers:

- Holding Understanding Conversations aimed at helping us to better understand the individual's perspective and design our services to achieve what matters to them.
- Equality and Diversity training
- Cultural appropriation training
- 'Know your biases' training

We also undergo individual and group supervision to ensure that our behaviours are in line with our EDI policy and safeguarding policy.

Core EDI Principles

- **Embrace the Social Model of Disability:** This principle is foundational. It states that people are disabled by barriers in society (attitudinal, physical, and communicational) rather than by their impairments. The focus of the CIC should therefore be on identifying and removing these barriers in its workshops and operations.
- **Co-production and Lived Experience:** Disabled people should be in the driver's seat. Involve disabled artists, participants, and consultants in the design, delivery, and evaluation of your workshops and policies. This ensures your initiatives are relevant and effective, not just well-intentioned.
- **Prioritize Accessibility from the Outset:** Design all aspects of the program with accessibility in mind from the very beginning, rather than as an afterthought or "reasonable adjustment". This includes:



EDI PRINCIPLES

- **Physical accessibility** of venues, including accessible toilets, ramps, and quiet spaces.
- **Communication** in multiple formats (e.g., large print, plain English, Easy Read, BSL interpretation, audio description).
- **Digital accessibility** of websites and online resources.
- **Financial accessibility**, such as offering free companion tickets.
- **Champion Anti-Ableism:** Actively challenge discrimination and unconscious bias within the organisation and its activities. Foster an environment that celebrates diversity and ensures staff and volunteers understand the forms and effects of ableism.
- **Inclusive Delivery and Safe Spaces:** Create a welcoming, respectful, and safe environment where participants feel they belong. This involves using inclusive language, respecting identities (e.g., pronouns), and having clear, confidential processes for addressing any concerns or discriminatory behaviour.
- **Transparency and Honesty:** Be clear and transparent about the access provisions you offer. If a specific access need cannot be met immediately, be honest about it and work with the participant to find a solution or a timeline for improvement, and be prepared to apologise if mistakes are made.
- **Continuous Learning and Feedback:** EDI is an ongoing commitment, not a one-off action. Implement an action plan that is regularly reviewed and updated based on feedback from participants and the wider disabled community.
- **Staff and Volunteer Training:** Provide mandatory and ongoing disability equality training for all staff and volunteers, ideally led by disabled people with lived experience, to build knowledge and confidence

Signed **Elspeth Roberts**

Reviewed Nov 2025

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