# Brockham Arts Club – Equality, Diversity & Inclusion Policy

Effective from: July 2025  
Next review: July 2026

## 1. Statement of Intent

At Brockham Arts Club, we believe that art is for everybody. We are committed to promoting equality, embracing diversity, and fostering an inclusive environment where all children, families, and staff feel valued, respected, and supported.

## 2. Legal Framework

This policy is written in line with the Equality Act 2010 and supports our duty to prevent discrimination, advance equality of opportunity, and foster good relations between all members of our community.

## 3. Accessibility and Inclusion

- Our Art Bus includes a designated space for wheelchair users and those with mobility needs.  
- We strive to make all activities accessible and adaptable to meet individual needs.  
- We welcome children with additional needs and work in partnership with parents/carers to provide appropriate support.  
- Reasonable adjustments will be made to ensure full participation and safety for every child.

## 4. Respecting and Celebrating Diversity

- We celebrate differences in background, ability, culture, language, gender identity, ethnicity, faith, and family structure.  
- Discriminatory language or behaviour from children, staff, or families will not be tolerated.  
- We include diverse stories, artists, and traditions in our curriculum to reflect and respect the communities we serve.

## 5. Staff Responsibilities

- All staff are expected to promote an inclusive ethos and challenge discrimination.  
- Staff are trained in inclusive practices and supported to understand diverse needs.  
- Any concerns about discriminatory behaviour must be reported to the Director or Designated Safeguarding Lead.

## 6. Admissions and Participation

- Our programmes are open to all children regardless of background or ability.  
- We are committed to removing barriers to participation and ensuring that every child can access high-quality creative experiences.  
- We consider individual needs during planning and risk assessment stages.

## 7. Monitoring and Review

- We review this policy annually or when legislation changes.  
- We seek feedback from families and staff to continuously improve our inclusivity.  
- Concerns or suggestions about access and inclusion are always welcome.

## Contact

If you would like to discuss your child’s individual needs or have questions about our approach to inclusion, please contact:  
📧 brockhamartsclub@outlook.com