

sketchbook

CREATIVE WORKSHOPS

Equality, Diversity & Inclusion Policy

Updated January 2026

1. Statement of Commitment

Sketchbook Creative Workshops is committed to promoting equality, valuing diversity, and creating an inclusive environment for all children, staff, and partners. We believe that every child has the right to access creative opportunities in a safe, respectful, and supportive setting.

We aim to ensure that no individual is disadvantaged or treated less favourably on the basis of:

- Age
- Disability
- Gender reassignment
- Race (including colour, nationality, ethnic or national origin)
- Religion or belief
- Sex
- Sexual orientation
- Socio-economic background
- Any other protected characteristic

2. Purpose

This policy sets out how we:

- Promote equality and inclusion in our art clubs
- Prevent discrimination, harassment, and victimisation
- Ensure all children feel valued, respected, and able to participate fully

3. Our Approach

3.1 Inclusive Environment

We will:

- Create a welcoming, safe, and supportive space for all children
- Celebrate diversity through art themes, materials, and discussions

- Encourage respect, kindness, and understanding among participants

3.2 Equal Access

We will:

- Ensure all children have equal access to activities regardless of ability or background
- Make reasonable adjustments for children with disabilities or additional needs
- Work with schools and parents to support individual requirements

3.3 Representation and Diversity

We will:

- Include artists, styles, and cultural influences from diverse backgrounds
- Avoid stereotypes and promote positive representation
- Encourage children to explore their own identity and creativity

3.4 Behaviour and Conduct

We have a zero-tolerance approach to:

- Bullying, discrimination, or harassment
- Offensive language or behaviour

Any concerns will be addressed promptly and in line with school safeguarding and behaviour policies.

4. Staff Responsibilities

All staff and facilitators will:

- Treat all children fairly and with respect
- Be aware of and follow this policy
- Challenge inappropriate behaviour or language
- Promote inclusive practices in all sessions

Where applicable, staff will receive training or guidance on equality, diversity, and inclusion.

5. Working with Schools and Parents

We will:

- Work in partnership with schools to align with their policies and values
- Communicate openly with parents/carers about children's needs
- Respect cultural, religious, and family differences

6. Safeguarding and Wellbeing

This policy works alongside our Safeguarding Policy.

We prioritise the wellbeing of every child and ensure that all concerns are taken seriously and handled appropriately.

7. Monitoring and Review

We will:

- Regularly review our practices to ensure inclusivity
- Seek feedback from schools, parents, and children
- Update this policy as needed to reflect best practice and legal requirements

8. Responsibility

The responsibility for implementing this policy lies with:

Robert Watts Natalie Mabelis

Date: 13th January 2026

Review Date: 13th January 2027