

ACCESS AND INCLUSION POLICY

November 2024

Eden Court aims to be a warm, welcoming and accessible space for everyone. We commit to embracing change and to continue building our organization with inclusion at its heart. This is driven by both our responsibility to serve our diverse communities and the knowledge that removing barriers better enables us to deliver on our Vision, Mission and Values statement.

WHAT DOES THIS POLICY COVER?

This policy covers all areas of Eden court's operations. It includes our building and other public spaces, our services and our entire workforce. It sits alongside other Eden Court policies such as Anti-Bullying, Victimisation and Harassment, Accessibility, Safeguarding and Recruitment and sits with our EDI Action Plan.

It is the policy and aim of Eden Court that there shall be no less favourable treatment of any person covered by this policy irrespective of age, disability, gender, marriage and civil partnership, pregnancy and maternity, race, ethnicity or nationality, religion or belief, sexual orientation, languages spoken, socio-economic background, terms and conditions of employment, grievances, dismissal, redundancy, trade union activity, caring responsibilities or political beliefs. Many of the aforementioned groups are protected characteristics and are in line with the Equality Act 2010.

WHY DO WE NEED AN ACCESS AND INCLUSION POLICY?

We want Eden Court to be as accessible and inclusive as it can be. We believe that everyone should have access to the arts and the benefits the arts bring to people's lives. A more diverse workforce and programme makes Eden court

more able to serve our communities and do our best by everybody.

WHO DOES THIS POLICY COVER?

This policy covers all employees, freelance practitioners, trustees, artists and visiting companies, audiences and participants, suppliers and clients, job applications and members of the public using our building.

HOW DO WE IMPLEMENT IT?

We deliver on this policy in the following ways:

- Every person working for and contracted by Eden Court has personal responsibility for implementing and promoting the principles of access and inclusion in their day-to-day interactions with others.
- Our Access and Inclusion group are responsible for driving our commitment to equality, diversity and inclusion forward through our annual Equality, Diversity and Inclusion Action Plan. This plan outlines the mitigations we will undertake to address barriers to access and inclusion for its targeted groups. Our Access and Inclusion Board Champion also helps move forward the aims and commitments of this policy.
- This policy is informed by data derived from equalities survey of our workforce, including freelance workers, and our audiences and service users. We also collate and analyse programming and audience data.

This policy has been agreed by the Access and Inclusion working group and the Board of Directors. We are continually learning and trying to improve, so have made this a live document that can be updated regularly. We will always welcome feedback and ideas as well as challenges. You can contact us on feedback@eden-court.co.uk.