

Equality, Diversity & Inclusion (EDI) Policy - Amanda McCormack

1. Purpose and Commitment

I am committed to fostering an inclusive, safe, and creative environment where everyone feels valued, respected, and able to participate fully. I believe that diversity of background, experience, and perspective strengthens creative work and community engagement. This policy sets out my commitment to eliminating discrimination and promoting equality in all my facilitation work, whether in-person or online.

2. Scope

This policy applies to all aspects of my facilitation practice, including: Planning, designing, and delivering workshops. Interaction with participants, clients, co-facilitators, and venue staff. Marketing and recruitment of participants.

3. Core Principles

I will not tolerate discrimination, bullying, harassment, or victimisation on the grounds of: Age Disability (including physical, mental, and neurodiversity) Gender reassignment Marriage and civil partnership Pregnancy and maternity Race (including colour, nationality, ethnicity, or national origin) Religion or belief Sex Sexual orientation Social/Economic background

4. Inclusive Facilitation & Access

I will proactively work to remove barriers to participation. This includes:

Accessibility: Ensuring venues (physical or digital) are accessible and making reasonable adjustments for disabled participants. **Safe Spaces:** Creating an atmosphere of mutual respect, where diverse opinions are welcomed and hateful or discriminatory language is not allowed. **Accessible Content:** Using plain English, providing materials in alternative formats (e.g., large print, digital) upon request.

Inclusive Language: Using gender-neutral or preferred terminology, recognizing the importance of pronouns.

5. Responsibilities As the Facilitator:

I am responsible for setting the tone of sessions, upholding these principles, and addressing any breaches of conduct immediately. Participants/Collaborators: I expect all participants to behave respectfully and in line with this policy.

6. Reporting and Feedback

I welcome feedback on how I can improve my practice regarding inclusion. If any participant or collaborator feels this policy has been breached, they should report it to me directly via [Insert Email Address].

7. Continuous Improvement

I am committed to ongoing learning about EDI in creative practices. I will review this policy annually to ensure it reflects best practices and legal requirements.

Signed:

A handwritten signature in blue ink that reads "Amanda McComaack".

Date: 26 January 2026