

Sherlock Bone Equality, Diversity and Inclusion (EDI) Policy

1. Policy Statement

Sherlock Bone is committed to promoting equality, valuing diversity, and ensuring inclusion in all aspects of our work. We believe that everyone has the right to be treated with dignity and respect, and we are committed to creating an environment where all individuals feel welcome, supported, and able to participate fully in our educational workshops.

We will not tolerate discrimination, harassment, or victimisation on any grounds and will actively work to ensure equality of opportunity for all.

2. Purpose of the Policy

The purpose of this policy is to:

- Promote fairness, equality, and inclusion in all workshop activities
- Prevent discrimination and unlawful treatment
- Ensure accessible and inclusive learning environments
- Support a positive culture that values diversity of backgrounds and experiences
- Ensure compliance with the Equality Act 2010 (UK)

3. Scope

This policy applies to:

- Employees, freelancers, and volunteers
- Workshop facilitators and contractors
- Workshop participants (children, young people, and adults)
- Visitors and partner organisations

It covers all activities, including in-person and online workshops, planning, delivery, recruitment, and communications.

4. Our Commitments

We will:

4.1 Eliminate Discrimination

We will not discriminate directly or indirectly on the basis of protected characteristics under the Equality Act 2010, including:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

4.2 Promote Equal Opportunities

We will:

- Ensure fair access to workshops and opportunities
- Use inclusive recruitment and selection practices
- Provide reasonable adjustments for disabled participants and staff
- Remove barriers to participation wherever possible

4.3 Foster Inclusion and Respect

We will:

- Create a safe and welcoming environment for all
- Challenge inappropriate language or behaviour
- Encourage respectful interaction between all participants
- Value diverse perspectives in learning activities

5. Responsibilities

5.1 Senior Management

- Ensure the EDI policy is implemented and reviewed regularly
- Promote an inclusive organisational culture
- Provide training and resources to support equality and inclusion
- Address complaints and concerns appropriately

5.2 Workshop Staff and Facilitators

- Treat all participants fairly and respectfully
- Apply inclusive teaching practices
- Make reasonable adjustments where needed
- Report any discriminatory behaviour or concerns

5.3 Participants

- Treat others with respect and kindness
- Follow behaviour expectations during workshops
- Avoid discriminatory or offensive language or conduct

6. Inclusive Workshop Practice

We are committed to making workshops accessible and inclusive by:

- Designing activities suitable for diverse learning needs
- Using clear, accessible communication methods
- Providing materials in alternative formats where possible
- Ensuring venues are accessible or selecting appropriate alternative locations
- Considering cultural, linguistic, and religious diversity in planning activities

7. Reasonable Adjustments

We will make reasonable adjustments to ensure equal access, which may include:

- Providing additional time or support during activities
- Adjusting physical spaces for accessibility
- Offering alternative formats of materials
- Allowing support persons or carers to attend where appropriate

8. Bullying, Harassment and Discrimination

We do not tolerate:

- Bullying or intimidation
- Harassment of any kind
- Discriminatory behaviour or language

Any incidents will be taken seriously and may result in:

- Immediate intervention
- Removal from the workshop
- Formal disciplinary action (for staff)
- Reporting to relevant authorities if required

9. Reporting and Complaints

Participants, staff, or stakeholders who experience or witness discrimination or exclusion should report it to a facilitator or designated EDI lead.

All concerns will be:

- Treated seriously and confidentially
- Investigated promptly and fairly
- Addressed with appropriate action

10. Monitoring and Review

We will:

- Monitor participation and feedback to identify barriers to inclusion
- Review this policy annually or following relevant incidents or legal updates
- Continuously improve our practices based on feedback and best practice guidance

11. Training and Awareness

We will provide:

- EDI training for staff and facilitators
- Guidance on inclusive workshop delivery
- Ongoing professional development opportunities

Signed: D. K. Green

Dated: 07.05.2026

To be Reviewed: 07.05.2027