



Equality, Diversity, and Inclusion Policy

1. Introduction

Watershed Workshops recognises that everyone has a valuable contribution to make to society. We are committed to providing an inclusive, welcoming environment where all individuals feel respected, supported, and able to participate fully in our programmes and activities.

This policy is guided by the principles of fairness, respect, equality, dignity, and autonomy. We aim to prevent discrimination and promote equality of opportunity in all aspects of our work.

2. Legal Responsibilities

We believe that every person has the right to live free from discrimination and to be treated with dignity and respect. Our commitment to equality, diversity, and inclusion is grounded in the principles of the Human Rights Act 1998, which protects fundamental freedoms such as the right to life, privacy, freedom of thought, and freedom from inhuman or degrading treatment. These principles guide how we design our services, support people, and engage with our community.

This policy complies with the Equality Act 2010 and its nine protected characteristics:

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

In addition to the above, Watershed Workshops also commits to preventing discrimination or unfair treatment based on the following characteristics:

- Socio-economic background
- Caring responsibilities

- Employment and/or Trade Union status
- HIV status
- Political belief
- Lone parent status
- Class
- Unrelated previous criminal history (in accordance with the Rehabilitation of Offenders Act 1974)

3. Scope of this Policy

This policy applies to all aspects of Watershed Workshops' operations including, but not limited to:

- Employment and recruitment
- Programming and events
- Participation in workshops
- Marketing and communications
- Partnerships and collaborations

4. Our Commitments

Watershed Workshops will:

- Promote equality of opportunity for all persons.
- Foster good relations and understanding among individuals from diverse backgrounds.
- Ensure that no individual or group receives less favourable treatment on the basis of a protected characteristic or other unjust grounds.
- Encourage and support a culture of openness and respect.
- Provide accessible and inclusive services
- Ensuring activities are welcoming and safe for everyone
- Integrating EDI considerations into safeguarding and risk assessments

5. Access and Participation

We recognise that people may experience disadvantage or barriers for multiple, intersecting reasons. We are committed to understanding individual circumstances and removing barriers wherever reasonably possible so that everyone can participate safely, with dignity and on an equitable basis.

We are committed to ensuring our premises and services are accessible to all. This includes:

- Providing step-free access to our buildings
- Ensuring accessible toilet facilities are available
- Offering materials in alternative formats (e.g. large print, audio) upon request
- Accommodating additional access needs where reasonable and possible

We aim to reach and include people who may otherwise be excluded from creative arts opportunities.

6. Marketing and Communication

Watershed Workshops will ensure that:

- All communications are inclusive, respectful and welcoming
- Promotional materials reflect the diversity of our community
- Events are publicised in ways that reach underrepresented audiences

7. Recruitment, Employment, and Volunteering

Watershed Workshops welcomes applications from all backgrounds. We are committed to fair recruitment practices by:

- Advertising roles in a range of formats and media
- Making application processes accessible
- Using objective and consistent selection criteria
- Providing reasonable adjustments throughout the recruitment process
- Inclusive induction and training
- Equal opportunities for development

Staff and volunteers will complete regular Equality, Diversity and Inclusion (EDI) training to ensure inclusive practice informs every activity, event and decision made by Watershed Workshops.

8. Complaints and Grievances

We have a zero-tolerance policy for discrimination, harassment, or victimisation. Any grievances related to equality, diversity, or inclusion can be raised with either of the Directors/Managers:

Noah Burton
Sally Scott

Complaints should be made in writing and will be acknowledged within 5 working days. An investigation will be conducted and outcomes communicated within 21 days.

9. Monitoring and Review

This policy will be reviewed annually. The review will include:

- Gathering feedback from participants and stakeholders
- Reviewing demographics and participation data
- Identifying areas for improvement and taking appropriate action

Any changes to the policy will be approved by the Directors and shared with all relevant parties.

10. Statement of Values

All activities hosted at Watershed Workshops must reflect our values of inclusivity, respect, and community cohesion. We welcome individuals of all cultural, political, and religious backgrounds, provided that their activities do not compromise the safety, reputation, or values of the organisation.

The Watershed seeks to host activities that welcome all members of the community regardless of religion, politics or cultural background. All activities hosted within the Watershed will meet the values of the organisation and not put the organisation's reputation or participants at risk.

Watershed Workshops Policies and Practice

Updated and agreed: October 2026 (to be reviewed annually)

Signed: Sally Scott (Chair)

Date: 8th October 2026

On behalf of the Trustees at Watershed Workshops

To be reviewed on October 2026

Version 2: October 2026

Version 1: October 2025