



## **Equalities, Diversity and Inclusion Policy**

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### Introduction

Craft is both an art form and an activity that can bring daily joy and wellbeing to ourselves and our communities. Craft Scotland is proactively engaging with the social issues that we are living through and reasserting our commitment to ensuring our programme and organisational practices respond to and are representative of our society.

We know that craft is culturally significant, essential to our economy and meaningful to our communities and this is why Craft Scotland strongly believes that everyone should have the opportunity to enjoy, learn about, participate in and, if they wish, build a career in contemporary craft.

Craft Scotland recognises its position within the Scottish craft sector and will use our reach, networks and resources to create opportunities for collective reflection and learning and development opportunities.

In addition to the nine protected characteristics, we recognise the characteristic of socio-economic deprivation. This may include areas such as poverty, rural isolation, low economic activity/unemployment/underemployment, and barriers to due to social class. As socio-economic deprivation presents a significant barrier to participation in the Scottish craft sector, we will incorporate this within the policy. We recognise the intersectionality of lived experiences and are opposed to all forms of unfair discrimination.

We are committed to building equity in our sector. Over the next three years, Craft Scotland will focus on twin priorities of tackling ableism and of supporting anti-racism action to inform, and effect change, within our organisation and the Scottish craft sector.

### How will this policy work?

We continue to embed our Equalities, Diversity and Inclusion Policy within our organisational aims and values, programme and our ongoing work. This policy additionally sets out our legal duties as a charity regarding the Equality Act 2010.

This policy underpins all decisions and actions taken by Craft Scotland and its team. The Board of management is responsible for the governance of Craft Scotland and delegates the day-to-day management and implementation of all policies and procedures to the Director.

Craft Scotland formed an Equalities, Diversity and Inclusion Working Group in January 2021 with Board members, Senior Management Team and members of the team across departments. Currently, Board Liaison is Brian Hills (Board member) and Working Group Coordinator is Veronique AA Lapeyre (Head of Communications & Digital).

The Working Group will meet a minimum of two times a year to review organisational progress and agree future direction to respond to the changing needs within society, the craft sector and the organisation.

To ensure we remain focused we have produced an Equalities, Diversity and Inclusion Roadmap outlining our priorities for 2021-24 with specific priorities/actions broken down by year, this will allow us to track our progress.

To ensure we remain transparent about our progress and plans, we will publish an Equalities, Diversity and Inclusion progress update annually on our website and share widely.

To continue to measure our work, we will set targets for the upcoming year each March and review progress two times a year (August and March).

### Legal framework

Craft Scotland operates in full compliance with equality legislation. The Equality Act 2010 provides a comprehensive legal framework to protect the rights of individuals and advance equality of opportunity for all.

All organisations that provide goods, facilities or services and all employers are subject to the Equality Act. As a charity, we have a responsibility as part of our general duty to promote an unprejudiced and more equal society and show 'due regard' to:

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- Eliminate unlawful discrimination, harassment and victimisation, as well as other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

### **We recognise the nine protected characteristics:**

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

## **Our commitments**

Craft Scotland renews its commitment to Equalities, Diversity and Inclusion within its organisation and charitable activities.

Our commitments inform the priority areas detailed in the Equalities, Diversity and Inclusion Roadmap 2021-24. This three-year Roadmap focuses on strategic direction, leadership, widening access, learning and development, networking and embedding equity and inclusion within our programme.

### **Strategic commitments**

- Embed our Equalities, Diversity and Inclusion Policy across the planning and implementation of our strategies and activities, artistic programme, audiences and participants, team and working environments, management and Board, and physical/digital spaces.
- Embed accessibility and increase representation across our programme and activity
- Conduct Craft Scotland's business in a way which is fair and inclusive to all sections of the community; makers, audience members, volunteers and team.

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- Championing fair business practices and fair pay, we are signatories to the Scottish Business Pledge and are a Scottish Living Wage employer and are committed to ethical business practices as these intersect with Equalities, Diversity and Inclusion commitments. For more detail see Fair Work Policy.
- Annually agree targets and publish an update on progress against Policy and Roadmap, and set out future actions.
- Create mechanisms for feedback on this area of our work, encourage a two-way dialogue with the sector and wider society.

### Makers

We put makers at the heart of all we do, championing diverse and high-quality contemporary craft.

Our programme provides a variety of support, advice, information, learning and development and showcasing opportunities for makers of all backgrounds, in all disciplines and at all stages of their career.

- We commit to supporting makers, of all backgrounds, in the development of a sustainable creative and business practice throughout their career.
- We commit to sharing the full story of contemporary craft in Scotland, this includes representation of a variety of lived experiences, protected characteristics, professional journeys across our platforms.
- We commit to greater representation in our talks programmes, workshop leaders and suppliers creating an equitable sector by providing paying opportunities to a wider group of makers/industry professionals/freelancers.
- We are committed to open-call applications for Craft Scotland events, exhibitions and training programmes to enable wider access and participation in the sector.
- When working with curators/producers to invite participants to programmes, we are committed to embedding Equalities, Diversity and Inclusion policy and have a checklist for this process.
- When working with independent selection panels, we will recruit panellists with different lived experiences to encourage diverse representation and an inclusive selection process.
- Each applicant will receive a fair and inclusive selection process regardless of their protected characteristics, lived experience or professional journey.
- Our goal is to make our application process inclusive and accessible to support makers with different access needs, we will review this regularly.
- Our goal is to diversify the selection of makers and their works in our showcases within the parameters for each event and exhibition. Criteria for selection will be publicised in advance with Equalities, Diversity and Inclusion embedded throughout.

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- We commit to being upfront about fees and costs involved. Our programme is subsidised by Craft Scotland, partners, and funders. Payment plans are available for maker participation fees and we have eliminated application fees for all opportunities.
- We offer bursaries/Sliding Scale ticket structure to ensure Craft Scotland events are as accessible as possible for the Scottish craft community.
- We commit to increasing access to information for makers and participants with disabilities, including providing accessible communication formats and online solutions for website/digital events.
- We commit to a duty of care towards all participants and in particular those with disabilities.

### **Audiences and programme participants**

We want to ensure that everyone, from all walks of life, can have meaningful experiences with Scottish contemporary craft.

- We commit to widening participation in Craft Scotland's activities to promote increased social cohesion, community engagement, create sustainable craft careers across backgrounds and create a more equitable sector.
- We commit to increasing representation. Representation matters because it can shape how marginalised groups are viewed by society, the craft sector and how they view themselves. This is important for developing future generations of craft talent and audiences.
- We commit to increasing access to our programme and events (in-person) through hiring accessible venues and parking, and team training.
- For Craft Scotland and partner events, we aim to provide crèche facilities, BSL/sign language interpretation, accommodating guide/service dogs and free tickets for accompanying carers/PAs where appropriate.
- We commit to providing clear accessibility information for venues in event promotion.
- We commit to increasing access to information for people with disabilities, including providing accessible communication formats and online solutions for website/digital events
- We offer a Sliding Scale ticket structure to ensure Craft Scotland events are as accessible as possible for the Scottish craft community.

### **Scottish Craft Sector, Partners & Advocacy**

Craft Scotland recognises its position in the Scottish craft sector, and we will show leadership in the area of Equalities, Diversity and Inclusion.

- Through our advocacy work we will champion makers with different lived experiences, raising awareness of support required by our diverse sector and influencing policy at a national level to government and policy makers.

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- We commit to leading collective opportunities for inspiration, reflection, learning and networking to create a more inclusive, sustainable and equitable sector.
- We commit to equipping the craft community with the core competencies to enable them to embed equality, diversity and inclusion considerations in their day-to-day practice.
- We commit to establishing a community of practice with key craft organisations and key individuals in Scotland, UK, Ireland and internationally.
- Many of our activities run in conjunction with our partners. We are committed to promoting best practice and we ensure that our partners and host venues are aware of the Equalities, Diversity, and Inclusion policy and event checklist. We expect all partners and participants to adhere to our values.
- We strongly advocate for the use of Scottish Artist Union rates of pay and supporting artist exhibiting fees for participants in our partner projects. See Fair Work Policy.

### **Team, Advisory Group & Board**

- We will create and maintain an inclusive, equitable, sustainable culture, work environment and programme of activity.
- We commit to increasing representation of marginalised communities on our Board and workforce.
- We commit to each member of the team feeling respected, supported and empowered.
- We will ensure vacancies are widely advertised, and there is an unbiased and inclusive selection process.
- We ensure our team, Advisory Group, Board are equipped with core competencies which enable them to embed equality, diversity and inclusion considerations in their day-to-day practice (mandatory training and reflective learning opportunities).
- Section 4 in the Craft Scotland staff handbook details Craft Scotland's legal obligations to its workforce and the responsibilities of the team in reference to the Equality Act 2010 and fair work.



# Craft

## SCOTLAND

## About

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Craft Scotland is the national development agency for craft.

We put makers at the heart of all we do, championing diverse and high-quality contemporary craft.

We help people learn about, appreciate and buy craft, promoting the contribution of craft to Scotland's cultural, economic and social well-being.

Through our exhibitions and events programmes, digital platforms and strategic partnerships, we provide leadership for the sector.

We create opportunities for makers to develop their creative and business practice,

and to exhibit and sell work in Scotland and beyond.

Scotland has a proud history of making and its skilled makers have a well-deserved international reputation.

Makers are using traditional and cutting-edge techniques across a wide range of practices including; ceramics, glass, metalwork, textiles, basketry, furniture and jewellery.

Their creativity supports Scotland's economy and its international reputation for innovation and entrepreneurship.

We are a registered charity supported by Creative Scotland.

## Contact

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