

Equal Opportunities and Diversity Policy

1. Policy Statement

Sensory Creative Lab CIC is committed to equal opportunities, diversity, and an inclusive environment where everyone is treated with dignity. We ensure none of our practitioners, volunteers, directors, applicants, or service users face unjustified disadvantage or less favourable treatment. This policy applies to all operations, including recruitment, volunteering, and service delivery.

2. The Equality Act 2010

In accordance with the Equality Act 2010, we strictly prohibit discrimination, harassment, or victimisation based on any of the nine protected characteristics:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race (including colour, nationality, and ethnic or national origin)
- Religion or belief
- Sex
- Sexual orientation

3. Our Commitments

To embed equal opportunities into our practices, we commit to:

- **Fair Recruitment:** Basing all hiring and volunteering decisions solely on merit, skills, and experience.
- **Inclusive Environment:** Fostering a safe, welcoming, and accessible space for our community and team.
- **Reasonable Adjustments:** Providing necessary adjustments so practitioners, volunteers, and service users with disabilities can fully participate.
- **Zero Tolerance:** Taking prompt action against any bullying, harassment, or discrimination.

4. Responsibilities and Breaches

Everyone involved with Sensory Creative Lab CIC must uphold this policy, with ultimate responsibility held by the Board of Directors. Breaches by practitioners or volunteers will be taken seriously. Service users or partners violating this policy may have their engagement terminated.

Reviewed by:

Name: David Bixter

Position: Director

Date: 13/10/26