



Reconnect and Create Ltd *Equalities, Diversity and Inclusion Policy*

Last updated: 02/02/26

Reconnect and Create is committed to creating welcoming, inclusive, and respectful spaces where everyone feels valued, supported, and able to participate fully.

We believe that creativity, wellbeing, and connection flourish most deeply in environments where diversity is celebrated and all individuals are treated with dignity and fairness.

This policy outlines our commitment to equality, diversity, and inclusion across all our activities, services, and relationships.

1. Our Commitment

We are committed to:

- Treating all people with fairness, kindness, and respect
- Valuing difference and individuality
- Creating safe, inclusive environments
- Challenging discrimination and prejudice
- Promoting equal access and opportunity
- Continuously learning and improving our practice

We aim to ensure that no individual feels excluded, marginalised, or disadvantaged when engaging with Reconnect and Create.

2. Legal Framework

We operate in accordance with the **Equality Act 2010**, which protects individuals from discrimination on the grounds of:

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

We also recognise and respect additional aspects of identity and lived experience that contribute to diversity.

3. Inclusive Practice

We promote inclusive practice by:

- Selecting accessible and welcoming venues
- Offering flexible participation options
- Providing clear and inclusive communication
- Adapting activities where reasonable

- Respecting personal boundaries and preferences
- Encouraging open dialogue

We aim to remove unnecessary barriers to participation wherever possible.

4. Fair Treatment

We are committed to ensuring that:

- All guests, staff, and partners are treated equally
- No individual is unfairly excluded or disadvantaged
- Decisions are based on fairness and transparency
- Harassment, bullying, and discrimination are not tolerated

Any behaviour that undermines these principles will be addressed promptly.

5. Accessibility and Reasonable Adjustments

We recognise our responsibility to make reasonable adjustments to support inclusion.

This may include:

- Physical adaptations
- Alternative materials or methods
- Adjusted pacing
- Additional guidance
- Quiet spaces

Requests are handled sensitively and confidentially.

6. Staff, Facilitators, and Partners

All facilitators, volunteers, and partners are expected to:

- Uphold this policy
- Act respectfully and professionally
- Promote inclusive practice
- Challenge inappropriate behaviour

We work with individuals and organisations who share our commitment to equality and inclusion.

7. Participation and Community

We strive to create a community where:

- Differences are respected
- Voices are heard
- Individuals feel safe to be themselves
- Mutual support is encouraged

We celebrate the richness that diverse perspectives bring to our creative and wellbeing spaces.

8. Complaints and Concerns

Any concerns relating to discrimination, harassment, or unfair treatment should be raised in line with our Complaints Policy.

All reports will be taken seriously and handled sensitively.

9. Monitoring and Review

We regularly reflect on our practice and seek feedback to ensure our approach remains inclusive and responsive. This policy is reviewed annually and updated as needed.

10. Contact Information

If you have questions, concerns, or suggestions regarding equality, diversity, or inclusion, please contact us :

Email: hello@reconnectandcreate.co.uk

Website: www.reconnectandcreate.co.uk

Phone: Hannah:07917 583344 Marie: 07949 269149 Rodger:07901 996088