WE CREATE UNITY CIC

Equality, Diversity & Inclusion

Stronger Together. Better Communities.

Organisation	We Create Unity CIC
Company number	16541073
Registered office	34 The Market Square, London, England, N9 0TZ
Organisation type	Community Interest Company
Version	1.0
Reviewed	October 2026
Review cycle	At least annually and when material legal or operational changes occur

1. Commitment

WCU will provide fair access to programmes, recruitment, volunteering, commissioning and partnerships, and will not tolerate unlawful discrimination, harassment or victimisation. The Equality Act 2010 protected characteristics will inform decisions and practice.

2. Accessible programme design

Assess accessibility at planning stage, including venue access, transport, cost, digital exclusion, language, cultural needs, neurodiversity and disability. Make reasonable adjustments where legally required; provide accessible formats and a confidential route to request support.

3. Recruitment and procurement

Use clear criteria, transparent selection, consistent records and proportionate adjustments. Avoid favouritism and manage connections to directors through the conflict-of-interest procedure. Procurement should consider inclusive suppliers without compromising value for money or funder restrictions.

4. Conduct and reporting

Set expectations for respectful communication at workshops, rehearsals, events and online spaces. Provide a route to report bullying, harassment and discrimination, acknowledge concerns promptly, protect complainants from retaliation and record outcomes and actions.

5. Monitoring and improvement

Collect equality monitoring information only when necessary and lawful, explain its purpose, minimise identifiers and report aggregate findings where possible. Review participation barriers and complaints, and use findings to improve delivery.

6. Scope and responsibility

This policy applies to directors, employees, contractors, sessional workers, volunteers and representatives acting for WCU, including online activity and delivery with partners. The Board is accountable for implementation; a named policy lead will coordinate operational arrangements.

7. Implementation and assurance

All relevant personnel will receive induction appropriate to their role, confirm that they have read this policy, and report concerns or breaches promptly. The Board will review implementation, record significant decisions and ensure corrective actions are followed up.

8. Review and implementation

This policy will be considered at the next WCU governance meeting and reviewed at least annually, or sooner following material operational or legal changes. Directors should record interim adoption and any subsequent amendments in meeting minutes. The review date above must be confirmed against the organisation’s actual review records.