



Equality, Diversity, Inclusion and Belonging Policy

1. Introduction

At Collective, we are dedicated to fostering an environment where equality, diversity, inclusion, and belonging (EDI&B) are embedded across all our activities. We aim to be an organisation that is inclusive, welcoming, and respectful of everyone, regardless of their background, characteristics, or experiences. We believe that contemporary art flourishes through a multitude of viewpoints, and approaches.

Our EDI policy includes the idea of 'belonging' as we recognise the importance of creating an environment where individuals are welcomed and valued. We will continue to ensure that anyone, from any background, is able to engage with our work.

We are committed to building an equal and diverse community of staff, artists, trustees, and partners. It is a priority to recruit, commission, and develop the best people for our roles and projects from a wide and diverse pool of talent. This approach will help to ensure that the work of Collective remains relevant to artists and continues to resonate with audiences.

This policy is developed with an understanding that embedding and advancing EDI&B is an ongoing process. We are committed to regular evaluation, and our work is supported by an action plan which ensures continuous progress.

2. Responsibility

The delivery of this policy is a shared responsibility among all Collective employees, led by an EDI&B champion who will monitor progress, and overseen by the Director of Collective and the Board of Trustees. The policy will be supported by a detailed action plan.

In addition, we expect staff, trustees, partners, artists and visitors to follow our Code of Conduct, which outlines our zero-tolerance approach to discrimination, harassment and victimisation.

3. Aims

- Cultivate a Culture of Equality, Diversity, Inclusion, and Belonging (EDI&B)

To foster an organisational culture where EDI&B principles are deeply embedded in our values, behaviours, and everyday practices.

- **Enhance Programme Relevance and Audience Engagement**
To develop and deliver programmes that authentically reflect the diverse communities we serve, ensuring that our work resonates with a broad spectrum of audiences and participants.
- **Commit to Continuous Learning and Improvement**
To engage in ongoing training, education and reflection to deepen our understanding of EDI&B, recognising that this is a process of continuous improvement.

To achieve these aims we will:

- Conduct a review of this policy each year to assess its effectiveness and relevance, adjusting as necessary to respond to emerging needs and insights.
- Create and maintain a detailed action plan that outlines specific initiatives, timelines, and responsibilities aligned with our EDI&B commitments.
- Promote a culture of continuous learning, encouraging staff and stakeholders to engage in educational opportunities that enhance our collective understanding of EDI&B issues.
- Demonstrate genuine accountability, recognising that meaningful change requires sustained effort and honest reporting.

4. Scope

This policy covers all forms of discrimination, taking the protected characteristics which are recognised within the Equality Act (2010) as a starting point.

- age;
- disability;
- gender reassignment;
- marriage and civil partnership;
- pregnancy and maternity;
- race;
- religion or belief;
- sex;
- sexual orientation.

The Equality Act does not cover all groups or individuals who may experience discrimination.

We recognise other characteristics such as socio-economic background, addiction, body size, employment status, and neurodiversity may result in discrimination. We recognise that all forms of inequality are mutually reinforcing and must be analysed and addressed simultaneously.

5. Commitments

The following commitments demonstrate how the policy will apply to various aspects of our work. The related action plan will focus on areas where we have identified the need for change and/or more targeted interventions.

5.1 Programme

- Represent the diversity of our society through our programme (e.g., exhibitions, events and commissions), including exploring issues around protected characteristics, and working with artists with lived experience of these.
- Support diverse participation of artists across our programmes.
- Offer programmes which support and engage communities who are under-represented in the visual arts.

5.2 Visitor Experience and Communications

- Provide a warm and inclusive welcome to all visitors.
- Maintain an accessible gallery experience.
- Improve physical access on our site.
- Communicate in a simple, clear and accessible way to all audiences.
- Ensure digital experience is accessible for online audiences.
- Reach and engage new and more diverse audiences.

5.3 Workplace culture, recruitment and HR

- Foster an encouraging, supportive and inclusive culture across the organisation.
- Develop and improve recruitment practices to improve access and remove barriers to Collective's recruitment process.
- Work towards ensuring a diverse staff and board.

Approved by Collective's board in October 2025.