



Diversity, Equity, and Inclusion (DE&I) Policy

Last updated June 2024

Purpose:

At 15 Days in Clay, we are dedicated to fostering a diverse, equitable, and inclusive environment where everyone involved in our ceramics community feels valued, respected, and empowered, whilst eliminating unlawful discrimination.

The aim is for our workforce to be truly representative of all sections of society and our customers, and for each employee, participant and volunteer to feel respected and able to give their best.

Our DE&I policy outlines our commitment to these principles and the actions we will take to ensure they are integral to our operations and culture.

Scope:

This policy applies to all participants, employees, contractors, volunteers, artists, and partners associated with 15 Days in Clay.

Principles:

1. **Diversity:**
 - We celebrate and value the unique backgrounds, perspectives, and experiences of all individuals involved in our programs and activities.
 - We actively seek to include diverse voices and viewpoints in our workshops, exhibitions, and community events.
2. **Equity:**
 - We strive to ensure fair treatment, access, opportunity, and advancement for all individuals within our ceramics community.
 - We work to identify and eliminate barriers that have prevented the full participation of some groups in the arts.
3. **Inclusion:**
 - We are dedicated to creating an environment where everyone feels welcome, respected, and included.
 - We encourage open dialogue and the sharing of different perspectives to enrich our community.

Commitments:

1. **Leadership and Accountability:**
 - Our leadership team is committed to championing DE&I and will be held accountable for progress.
 - We will establish a DE&I committee to oversee the implementation and monitoring of this policy.



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2. **Recruitment and Hiring:**

- We will implement inclusive hiring practices to attract and retain a diverse workforce.
- Job postings will emphasize our commitment to DE&I and encourage applications from underrepresented groups.

3. **Training and Development:**

- We will provide regular DE&I training for all employees to promote awareness and understanding.
- Opportunities for professional development and advancement will be accessible to all employees.

4. **Workplace Culture:**

- We will create a safe and supportive environment where all individuals feel they belong.
- We will address and respond to any instances of discrimination, harassment, or exclusion.

5. **Community Engagement:**

- We will engage with diverse communities and seek their input and collaboration.
- Our programs and initiatives will reflect and serve the diverse populations we work with, including underrepresented groups in the ceramics arts.

6. **Legal Compliance:**

- We are committed to complying with all applicable UK laws and regulations regarding diversity, equity, and inclusion.
- We will ensure that our policies and practices align with the Equality Act 2010 and other relevant legislation.
- Not unlawfully discriminate because of the Equality Act 2010 protected characteristics of:
 1. age
 2. disability
 3. gender reassignment
 4. marriage and civil partnership
 5. pregnancy and maternity
 6. race (including colour, nationality, and ethnic or national origin)
 7. religion or belief
 8. sex
 9. sexual orientation

7. **Measurement and Reporting:**

- We will regularly assess and report on our DE&I efforts and progress.
- Feedback from employees, artists, and the community will be used to continuously improve our DE&I practices.



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Reporting and Resolution:

- We encourage employees and community members to report any concerns related to DE&I.
- Reports can be made anonymously, and all concerns will be addressed promptly and confidentially.
- Retaliation against individuals who report concerns or participate in investigations is strictly prohibited.

Approval and Review:

This policy has been approved by [Leadership Team/Board of Directors] and will be reviewed annually to ensure its effectiveness and relevance.