



<b>Policy name:</b>	Equality, Equity, Diversity and Inclusion policy statement
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<b>Updated by:</b>	
<b>Approved by:</b>	SLT
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Revision number	Date	Details of Change(s)
	Next change	Add equal opportunities monitoring details

## Purpose:

The purpose of this Equality, Diversity, and Inclusion Policy is to affirm Magic Me's commitment to creating an organisation where everyone feels valued, respected, and included.

## Key documents:

[Annual EDI plan including anti-racism action plan](#)

## Policy statement:

At Magic Me, we are committed to fostering an organisation where equality, equity, diversity, and inclusion (EEDI) are at the heart of everything we do. While equality ensures that everyone has access to the same opportunities and resources, equity acknowledges that not everyone starts from the same place and strives to rectify imbalances. We work to ensure that the organisation's people receive fair treatment while accounting for their unique needs and circumstances.

Guided by our values - collaboration, inclusivity, creativity, and thoughtfulness - we aim to create a welcoming and supportive environment where everyone can thrive, regardless of age, race, gender, disability, sexuality, religion, or any other characteristic.

We recognise that achieving true inclusion requires ongoing reflection, learning, and action. As part of this commitment, we continue to address structural inequalities and embed anti-racist



and anti-ageist practices throughout our organisation. We acknowledge the complexity and interconnection of these issues and the necessity to embrace discomfort as we challenge long-standing assumptions and habits.

Our approach is built around three pillars:

**Culture and practice:** We are embedding our values into every aspect of Magic Me's work, ensuring they are not merely aspirational but integral to our operations, planning, delivery, and evaluation. We are committed to our arts practice centring inclusion and co-creation and we are developing a project management framework that ensures we have inclusivity centred in design and delivery. This includes that participants and partners are made aware of our anti-ageism and anti-racism commitments.

**People and partners:** We are committed to understanding who we are as an organisation and identifying gaps to drive meaningful change. We work to identify the barriers to engaging with Magic Me and tailoring our policy and practice to meet the needs of those demographics who experience such barriers. This includes improving recruitment practices, effectively integrating new staff, trustees, and artists, and developing a workforce that better reflects the diverse communities of East London.

**Systems and structures:** We are enhancing our governance and planning with new systems that amplify diverse voices. We are committed to transparency and accountability, ensuring that our structures and resources reflect our EEDI ambitions.

Our annual EDI plan (including anti-racism action plan) identifies the exact steps we intend to take each year to ensure that our practice reflects our policy commitments.

### Continuous improvement of this policy:

At Magic Me we understand that this is an ongoing journey requiring dedication and resources. Our monthly pulse and annual staff surveys, annual artist and trustee surveys, and other evaluation tools will help us measure progress and identify areas for improvement. We have allocated budgets for training, advisory input, and the practical implementation of this work.

We recognise that equality, equity, diversity, and inclusion are not static goals but require ongoing commitment and adaptation. This policy will be reviewed annually and updated to ensure it remains relevant, effective, and aligned with best practices.

We will:

- Conduct annual reviews of this policy.
- Use feedback from staff, artist and trustee surveys, and monthly pulse surveys to identify areas for improvement and track progress.



- Stay informed about changes in legislation, societal expectations, and emerging best practices, integrating them into our policy and actions.
- Evaluate the impact of our EEDI initiatives.
- Create psychological safety for stakeholders across the organisation, fostering a culture where feedback and new ideas are welcomed to drive continuous learning and growth.