



Equality, Diversity & Inclusion Policy

1. Policy Statement

Gags for Good CIC believes that comedy and creativity should be accessible to everyone. We are committed to promoting equality, celebrating diversity, and fostering an environment where all individuals are treated with dignity and respect regardless of age, disability, gender, gender identity or expression, race, ethnic origin, religion or belief, sexual orientation, socio-economic background, or lived experience.

Our mission is to use comedy to connect communities, build confidence and improve wellbeing. Inclusion sits at the heart of everything we do on stage, in workshops, and behind the scenes.

2. Our Commitments

We will:

- Treat all people fairly and respectfully at all times.
 - Actively challenge discrimination, prejudice, and exclusion.
 - Create safe and welcoming spaces where everyone feels able to take part.
 - Provide reasonable adjustments for anyone with access, health or communication needs.
 - Recruit, support and promote staff, volunteers, and performers based on ability, merit, and potential.
 - Reflect the diversity of our community in our projects, partnerships and marketing.
 - Regularly review our practices to ensure continuous improvement in inclusion and accessibility.
-

3. Scope

This policy applies to:

- All directors, staff, facilitators, volunteers and contractors.

- All participants, audiences, and partners involved in Gags for Good activities.
 - All aspects of our operations — including recruitment, training, programming, partnerships, and public engagement.
-

4. Legal Framework

This policy follows the principles of the **Equality Act 2010**, which protects individuals from discrimination on the grounds of the following protected characteristics:

1. Age
2. Disability
3. Gender reassignment
4. Marriage and civil partnership
5. Pregnancy and maternity
6. Race
7. Religion or belief
8. Sex
9. Sexual orientation

We also recognise that **socio-economic background, mental health, neurodiversity**, and **lived experience of trauma or disadvantage** can impact equality of opportunity, and we strive to address these barriers even where not specifically covered by law.

5. Implementation

To uphold this policy, Gags for Good will:

- Ensure all directors, facilitators, and volunteers receive induction on equality, diversity and inclusive practice.
 - Design workshops and events that are accessible and representative.
 - Provide clear channels for participants to raise concerns or feedback.
 - Work with venues that share our commitment to accessibility and inclusion.
 - Include equality considerations in all risk assessments and project planning.
 - Collect and review anonymised demographic data where appropriate to monitor reach and representation.
-

6. Harassment & Discrimination

Gags for Good has zero tolerance for any form of bullying, harassment, hate speech or discrimination.

All reports of such behaviour will be treated seriously and investigated promptly. Appropriate action will be taken, which may include removal from activities or termination of roles.

7. Monitoring & Review

- This policy will be reviewed **annually** by the Board of Directors.
 - Updates will consider participant feedback, new legislation, and changes in best practice.
 - Progress will be discussed at regular board meetings to ensure equality remains central to our mission.
-

8. Responsibility

Overall responsibility rests with the **Board of Directors**, but all staff, facilitators and volunteers share the duty to uphold this policy.

The named **EDI Lead** (usually a director or senior facilitator) will monitor compliance and act as the main point of contact for related queries or concerns.

Approved by the Board of Directors:

Date: 13/11/2025



Signed:

(Chair/Director)

Review Date: 13/11/2026