



Crafts Council

## Equality, Diversity and Inclusion Plan 25-27

This action plan will be reviewed annually. An update on progress will be shared with staff, trustees, stakeholders and published on our website. Actions for the following year will be updated. Planning for the next 2-year cycle will commence 6 months in advance. Internal and external feedback on actions and areas for improvement will be actively sought. Please also refer to our overarching strategy document for 2025 to 2027.

Makers of Today	2025-2026			2026-2027		
	Output	Outcome	Owned by	Output	Outcome	Owned by
<b>Collect Open Bursary</b>  To remove barriers for Black, Asian and Global Majority* makers from low socio-economic backgrounds to participate in Collect Open through bursary scheme.	Number of potential applicants visit Collect 2025 (benchmark)	75% of those visiting Collect 25 submit application	Collect team	Number of potential applicants visit collect 26 (15)	75% of those visiting collect 26 submit application	Collect team
	50+ applications for collect open 26 (25% eligible). Record number shortlisted	Bursaries demonstrably expand talent applying to Collect Open	Collect team	60+ applications received for Collect 27, Record number shortlisted	Bursaries demonstrably expand talent applying to Collect Open	Collect team
	3 collect open bursaries delivered	60% Makers report increased confidence as a result of participating in Collect Open	Collect team	5 Collect Open bursaries delivered	65% Makers report increased confidence as a result of participating in Collect Open	Collect team

Makers of Today	2025-2026			2026-2027		
	Output	Outcome	Owned by	Output	Outcome	Owned by
Collect Open Bursary continued.	External support secured to consult on communication approach re Bursary holders	60% bursary holders report increased business opportunities as a result of Collect Open	Collect team	External support secured to consult on communication approach regarding Bursary holders	60% bursary holders report increased business opportunities as a result of Collect Open	Collect team
	50% of unsuccessful applicants engage with other Crafts Council (CC) opportunities in the 12 months after	Makers engage with other CC services and activities	Collect team	50% of unsuccessful applicants engage with other CC opportunities in the 12 months after	Makers engage with other CC services and activities	Collect team
	Funding for up to 6 Collect Open awards secured for Collect 27	Increased resources to enable more bursaries to be awarded	Development team	Funding for up to 9 Collect Open awards secured for Collect 28	Increased resources to enable more bursaries to be awarded	Development team
				Consultation undertaken to review eligibility for Collect Open Awards 2028 to consider intersectionality	Insight from consultation provides clear steer on expanding eligibility criteria	Collect team, Senior Management Team (SMT)

\* 'Global majority' is a collective term for people of African, Asian, indigenous, Latin American, or mixed-heritage backgrounds, who constitute approximately 85 percent of the global population.

Makers of Today	2025-2026			2026-2027		
	Output	Outcome	Owned by	Output	Outcome	Owned by
<p><b>Collection Development</b></p> <p>To improve access to, use of, and engagement with the collection to a broader audience</p>	<p>Work undertaken to capture protected characteristic data from as many as possible living makers in the collection</p>	<p>An ethical data capture model will have been developed</p>	<ul style="list-style-type: none"> <li>Public Programmes Team</li> <li>Collection Advisory Committee</li> </ul>	<p>Audience development strategy developed building on insight captured through survey tools (eg illuminate)</p>	<p>Survey data demonstrates that we are reaching target audiences</p>	<ul style="list-style-type: none"> <li>Public Programmes Team</li> <li>Collection Advisory Committee</li> </ul>
	<p>Young Craft Citizens (YCC) interpretation development sessions will take place, 6 young people will engage with the handling collection</p>	<p>6 objects will have new interpretation</p>	<ul style="list-style-type: none"> <li>Public Programmes Team</li> <li>YCC filmmakers</li> <li>Learning and Skills Team</li> </ul>			
	<p>3 x stakeholder groups will have been consulted and their insights fed into Collection Strategy</p>	<p>We will meaningfully have engaged audiences, helping to inform strategic direction for CC on collections</p>	<ul style="list-style-type: none"> <li>Public Programmes Team</li> <li>Collections Consultant</li> <li>Learning and Skills Team</li> </ul>	<p>Collection committee established, new acquisition policy launched expanding inclusivity and relevance of collection</p>	<p>New strategy informs acquisitions</p>	<ul style="list-style-type: none"> <li>Public Programmes Team</li> <li>Collections Advisory Committee</li> </ul>

Makers of Today	2025-2026			2026-2027		
	Output	Outcome	Owned by	Output	Outcome	Owned by
<p><b>Membership</b></p> <p>Through our new membership scheme, the Crafts Council becomes a connector for craft; more visible, more accessible and more powerful. A place where makers, learners, collectors, and champions from across the UK come together to shape the future of craft.</p>	Improved data collection and use of analysis tools will be in place to provide robust insight of membership demographics.	Establish baseline for demographic data of members to establish clear goals for future years	<ul style="list-style-type: none"> <li>Craft Ecology team</li> <li>Senior Salesforce Administrator</li> </ul>	Conduct biannual maker survey resulting in 1,200 respondents completing the maker survey.	Demographic data shows: <ul style="list-style-type: none"> <li>a broader age range of respondents – increasing those who are under 40 (currently 5.4% 16-29 and 8.2% 30-39)</li> <li>20% of respondents are from global majority</li> <li>Increase in how makers feel ‘welcomed’ through craft survey – 20% to say very much and 30% a little</li> </ul>	Craft Ecology team
	Events are carefully programmed to consider accessibility, with full access details produced and highlighted.	Event attendees are confident in accessing programme events.	Craft Ecology team	Ongoing feedback from participants informs future programming	Event attendees report positive benefits of attending events	Craft Ecology team
	Access principles for business resources undertaken in Q1	Current and future commissioning of resources will be mapped against Access Principles	Craft Ecology team Communications team	Ongoing Maker support resources refreshed, updated & promoted	20% Increase in downloads / visitors to Maker Support resource web pages.	Craft Ecology team Communications team
Representation and role models: reflecting and exploring needs and interests of different communities	50% of writers identify as belonging to a protected characteristic group. 50% of features are activity outside of London	60% of members report that our content represents a broad range of topics, communities and voices	Craft Ecology Team	50% of writers identify as belonging to a protected characteristic group. 50% of features are activity outside of London	65% of members report that our content represents a broad range of topics, communities and voices	Craft Ecology Team

Makers of Tomorrow	2025-2026			2026-2027		
	Output	Outcome	Owned by	Output	Outcome	Owned by
Young Craft Citizens (YCC) Programme	<p>Funding secured to undertake strategy development with YCC consulting and devising CC's approach to participation and socially engaged practice</p> <p>'Hackathon' day delivered to 40 YCCs with 3 experts contributing.</p>	<p>Legacy plan for Crafting with Pride devised.</p> <p>4 Crafting with Pride sessions delivered, lead by YCC as facilitators.</p> <p>Crafting with Pride participants report positive impact through attending the sessions.</p> <p>YCC Facilitators report increased skills and knowledge</p>	Participation team	Participation strategy actioned. With outcomes and outputs defined and undertaken	2 events/pieces of work delivered by YCC with an aim of increasing equity in the craft sector	Participation team
	2 Funding applications submitted to support new participation approach.	Increase resourcing & capacity to support participation work	Participation team	2nd youth advisory panel term runs April 2026-March 2027	Youth voice informs CC activity with at least 4 distinct interventions undertaken	Participation team

Makers of Tomorrow	2025-2026			2026-2027		
	Output	Outcome	Owned by	Output	Outcome	Owned by
<p><b>Young Craft Citizens (YCC) Programme continued</b></p>	<p>Suggestions for anti-racist strategies embedded into Craft School Jasleen’s Challenge</p> <p>1 x review meeting with Ali Eisa for Learning Staff</p>	<p>CC L&amp;P Team report increased confidence in embedding anti-racism approaches into education programmes</p>	<p>Learning team</p>	<p>Deliver one teacher support session focused on reflection of anti-racist practice – capturing what worked and what didn’t</p>	<p>60% teachers say they feel more confident to deliver anti racism strategies</p>	<p>Learning team</p>
	<p>Conduct desk research on anti-racist practice from recommendations</p>	<p>New partnerships identified and initiated.</p>	<p>Learning team</p>			
	<p><i>Funding applied for and secured for Anti Racism Pilot</i></p>	<p><i>Increased resources to support delivery</i></p>	<p><i>Development team</i></p> <p><i>Learning team</i></p>	<p><i><b>Funding reliant:</b> Anti racism pilot delivered within Craft School</i></p> <p><i>3 workshops delivered to support 3 mini action research projects</i></p> <p><i>3 case studies developed and dissemination</i></p>	<p><i><b>Funding reliant:</b></i></p> <p><i>5-10 teachers supported through action research project</i></p> <p><i>3 workshops delivered to support 3 mini action research projects</i></p>	<p><i>Learning team</i></p>

Changemakers	2025-2026			2026-2027		
	Output	Outcome	Owned by	Output	Outcome	Owned by
<p><b>Craft UK</b></p> <p>As a network we aim to promote opportunities, encourage partnerships, and provide regular insight and analysis – we are a community that share ideas and undertake conversations.</p>				Consider laying the groundwork for a funding application to support collaborative calendar celebrations	Funding successfully secured	Craft Ecology team
	10 organisations use the Toolkit for Change	80 % of participating organisations report that they have made measurable progress against their targets	Craft Ecology team	10 organisations use the Toolkit for Change	80 % of participating organisations report that they have made measurable progress against their targets	Craft Ecology Team
	Define and agree a plan with EDI working group that opens up wider access to 12 days of gallery time free of charge.	A clear and transparent process developed and launched that supports priority audience development	Senior Management Team  Gallery manager	At least 4 organisations successfully apply to use the space meeting defined criteria	60% gallery audiences report better understanding of the value of craft  Organisations report that using CC Gallery has significant impact on achieving their strategic objectives.	Senior Management Team  Gallery manager
<p><b>Associate Advisors</b></p> <p>Building a network of freelance advisors to support our EDI work</p>	Brief produced for Associate Advisors with a focus on EDI.  Successful recruitment of up to five Associate Advisors	CC is able to build and benefit from external expertise with the aim of enhancing our EDI work across all of our programme strands.	<ul style="list-style-type: none"> <li>Senior Management team</li> <li>Senior HR Manager</li> <li>Supported by EDI Committee</li> </ul>	Up to five associates actively engaged in supporting our EDI work through attending meetings and contributing to specific actions.  Budget allocated to pay for advisory time.	EDI actions are informed from a lived experience and professional equality, diversity and inclusion lens.  Feedback from Associate Advisors describes this work as impactful and non-tokenistic.	<ul style="list-style-type: none"> <li>Senior Management team</li> <li>Senior HR Manager</li> <li>Supported by EDI Committee</li> </ul>

Staff	2025-2026			2026-2027		
	Output	Outcome	Owned by	Output	Outcome	Owned by
<p><b>Workforce Data</b></p> <p>Develop a robust process for monitoring and measuring work-force data to inform activity aimed at bridging gaps in representation.</p>	Work-force data dashboard created with comparisons to Office for National Statistics and Arts Council England (ACE) data.	Data and Comparative benchmarking will identify gaps and actions to better align to London population and creative sector as a whole.	Senior HR Manager  Senior Salesforce Administrator	Report published on workforce representation progress made in relation to reaching targets	Data used as a planning tool providing clarity of evidence-based priorities.  Initial actions demonstrating progress in relation to representation.	Senior HR Manager  Senior Salesforce Administrator
<p><b>Workforce Recruitment</b></p> <p>To review our recruitment process, enabling us to attract, recruit and retain talent representative of the population of London and wider creative sector.</p>	1 report completed of all recruitment activity, including job packs and online communication.	90% of Candidates report a positive experience throughout the recruitment process, with access and inclusion needs having been met.	Senior HR Manager	1 annual review conducted indicating further increase in (recruitment focussed) alignment of equal opportunities data with ONS and ACE NPO data.	Data demonstrating greater CC alignment with UK (ONS) and sector wide (ACE) representation including in relation to appointments.	Senior HR Manager
<p><b>Access &amp; Inclusion</b></p> <p>Building our collective approach to ensuring individual access and support needs are met to promote an inclusive workplace.</p>	Further development and sharing of a company wide access and inclusion 'rider' alongside supporting in-person and online learning.	100% of line managers report greater confidence in knowledge and understanding and adopting inclusive practice across all colleagues.	Senior HR Manager	Review, renewal and dissemination of updated company access and inclusion rider including best practice recommendations.	100% of staff report greater confidence in knowledge and understanding and adopting inclusive practice across all colleagues.	Senior HR Manager



Staff	2025-2026			2026-2027		
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<p><b>Workforce Skills Development</b></p> <p>Agreeing an Individual, projects, and collective approach to skill development and agreeing project focussed EDI actions across our work.</p>	<p>Individual and project level EDI plans produced using the Toolkit for Change to agree quarterly EDI actions for 26-27.</p> <p>80% of staff complete at least one EDI focused action as part of their objectives</p>	<p>Data and Comparative benchmarking will identify gaps and actions to better align to London population and creative sector as a whole</p>	<ul style="list-style-type: none"> <li>Senior HR Manager</li> <li>Senior Management Team</li> <li>Project Leads</li> </ul>	<p>EDI project plans will be delivered.</p> <p>1 EDI peer learning visit will be undertaken</p>	<p>90% staff have increased confidence in embedding EDI into all workplans</p>	<ul style="list-style-type: none"> <li>Senior HR Manager</li> <li>Senior Management Team</li> <li>Project Leads</li> </ul>
<p><b>EDI Policies and Procedures Development</b></p> <p>We will continue to build additional equality, diversity and inclusion into practice policies and procedures whilst developing company-wide awareness and confidence in their active use across our work.</p>	<p>Harassment in Workplace risk assessment and plan created and training on grievance and whistleblowing processes. Developing Anti-Racism &amp; Allyship Guidelines for Supporting and Including Transgender and Non-Binary colleagues policy</p> <p>Review of <i>Inclusive Conversations</i> document completed</p>	<p>Staff, freelancers and key stakeholders will have a good awareness of key CC policies and procedures which are fully updated and feeling confident in knowing what to do and how things will be dealt with in relation to escalating concerns</p>	<ul style="list-style-type: none"> <li>Senior HR Manager</li> <li>EDI Committee</li> </ul>	<p>1 review and update of all people focussed policies and procedures</p> <p>Update sessions delivered for staff</p>	<p>This process will have a positive impact on all strands as identified in this plan, as our policies and procedures are the underpinning foundation of our work. This will be measured in several ways, including Pulse surveys, reviews and leaver surveys</p>	<ul style="list-style-type: none"> <li>Senior HR Manager</li> <li>EDI Committee</li> </ul>

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Transparency & Accountability	2025-2026			2026-2027		
	Output	Outcome	Owned by	Output	Outcome	Owned by
<p><b>Sharing our Progress</b></p> <p>We review our progress on a quarterly basis and formally annually; developing our internal and external reporting processes to ensure our EDI focussed progress and learning is shared, including publicly.</p>	<p>A published timeline documenting our EDI work. Annual plans, targets and achievements shared internally and online. Oversight will be provided by EDI committee meetings and trustee updates.</p>	<p>There will be greater transparency of our EDI plans and progress internally and externally.</p>	<p>All</p>	<p>Annual formal review and publication of plans, targets and achievements will be shared internally and online. Continuation of EDI committee meetings and trustee updates.</p>	<p>We will be making progress in achieving our EDI strategy goals, with quantitative and qualitative information proving results and difference. This will have led to a consistent, data led approach to further developments.</p>	<ul style="list-style-type: none"> <li>Senior Management Team</li> <li>Senior HR Manager</li> <li>Senior Salesforce Administrator</li> </ul>
Culture & Values	2025-2026			2026-2027		
	Output	Outcome	Owned by	Output	Outcome	Owned by
<p><b>Our House</b></p> <p>We will ensure we build a culture whereby all feel invited, welcomed, comfortable and included through all our of EDI strands outlined above and will monitor and measure how we achieve this.</p>	<p>Thinking Environment sessions delivered for staff.</p>	<p>Team members will have a renewed understanding of thinking environment promoting reflective practice and action learning and have practiced conversations together.</p>	<ul style="list-style-type: none"> <li>Senior Management Team</li> <li>Senior HR Manager</li> </ul>	<p>Safe space* conversations delivered for staff, creating an environment where individuals feel comfortable to discuss challenging or sensitive topics without judgement or harm.</p>	<p>Safe space conversations, reflective practice and action learning will be further embedded and will be helping to remove blockages to achieving our EDI ambitions.</p>	<ul style="list-style-type: none"> <li>Senior Management Team</li> <li>Senior HR Manager</li> </ul>

	Output	Outcome	Owned by	Output	Outcome	Owned by
<p><b>44a Project Access &amp; Inclusion</b></p> <p>As we conduct building works to prepare to return to 44a as our core office and Crafts Council gallery space, we will consider equality, diversity and inclusion, including access, as part of our building developments and our offer as we open up our doors once again.</p>	<p>Building developments underway.</p> <p>Agree and implement a building focused access and inclusion plan including evacuation protocol developed</p> <p>Onboarding and induction delivered</p> <p>Develop an access guide for people wishing to hire/use the space.</p>	<p>Developments made to building/44a that improve individual and collective experience for staff, freelancers and visitors.</p> <p>Access information developed to be shared online will be a helpful resource for partners, participants, audiences and potential hires.</p>	<p>44a Project Team including:</p> <ul style="list-style-type: none"> <li>• Director of Finance and People</li> <li>• Senior Operations Manager.</li> </ul>	<p>Building open to public. New access provisions available</p> <p>Feedback captured to inform further work.</p>	<p>Developments made to building/44a that improve individual and collective experience for staff, freelancers and visitors.</p>	<p>44a Project Team including:</p> <ul style="list-style-type: none"> <li>• Director of Finance and People</li> <li>• Senior Operations Manager.</li> </ul>
<p><b>Financial</b></p> <p>We will balance our financial constraints with our commitment to EDI to ensure there is a core budget for this work alongside allocated project budgets.</p>	<p>Annual review of rates of pay for freelancers and honorarium policy developed.</p> <p>EDI budgets agreed for projects linked to project EDI plans for 2026 onwards.</p>	<p>Transparency of commitment (and context) confirmed Internally and externally.</p>	<p>Director of Finance and People, Senior HR Manager and Project Leads.</p>	<p>Annual review of rates of pay for freelancers.</p> <p>Use of EDI budgets across projects.</p> <p>Report on financial investment in EDI in our annual report.</p>	<p>Clarity &amp; transparency on impact of resource allocation.</p> <p>Clarity on payment for knowledge and experience from external advisors.</p>	<p>Director of Finance and People, Senior HR Manager and Project Leads.</p>