

Crafts Council Equality, Diversity & Inclusion (EDI) Monitoring December 2025-26 Update



Big welcome to Collections Advisory Committee Members Tiya Dahyabhai, Julia Bell, Frances Parton, Melanie Eddy, Christine Checinska who are pictured outside our gallery, alongside Executive Director, Natalie Melton and Senior Collections and Programmes Manager, Deborah Ridley and to Melody Ramsay.

Highlights – In this busy and rewarding period we officially launched and began work on our Equality, Diversity and Inclusion Strategy and Plan. We have welcomed Collect Fair Director, TF Chan, and launched our new membership offer and company website. Melody Ramsay and Maariyah Patel have accepted our invitation to join our Board of Trustees. Maariyah is a member of our EDI Committee, and Melody has recently joined our Collections Advisory Committee. A big welcome to Maariyah and Melody. We have been making good progress with our plans whilst considering new ways to enhance EDI data capturing and sharing, internally and externally. We launched our first EDI focused callout for a recently appointed Data Consultant to support us with this process, with more updates to come.

Discover more about our EDI action plan progress to date below.

Makers of Today	Output	Outcome	Owned by	December 2025 Update
Collect Open Bursary - To remove barriers for Black, Asian and Global Majority* makers from low socioeconomic backgrounds to participate in Collect Open through bursary scheme.* * A collective term for people of African, Asian, indigenous, Latin American, or mixed-heritage backgrounds, who constitute approximately 85% of the global population.	Number of potential Collect Open applicants visit Collect 2025 (benchmark).	75% of those visiting Collect 25 submit application.	Collect Team.	New for 2026 are Collect Open bursaries which were launched in May 2025 to support UK-based artists from global majority backgrounds and to increase representation and equity across the programme. Developed in response to research conducted that highlights how financial barriers can hinder participation in Collect as well as career progression in craft, the bursaries help to cover the costs of exhibiting and provide a one-off financial allowance for each recipient. 83% those visiting Collect 25 submitted an application.
	50+ applications for Collect Open 26 (25% eligible). Record number shortlisted.	Bursaries expand talent applying to Collect Open.	Collect Team.	83 Collect applications were received. Of these, 37 applied for a Collect Open bursary.
	3 Collect Open bursaries delivered.	60% Makers report increased confidence.	Collect Team.	The three recipients of the inaugural bursaries are Kamilah Ahmed, Jihyun Kim and Jynsym Ong.
	Consultancy support secured for approaches to communication with Bursary holders.	60% bursary holders report increased business opportunities.	Collect Team.	Freelance consultant, Noma Moyo, has been engaged to actively support this process.
	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.	Further updates to follow.
	Funding for up to 6 Collect Open awards secured for Collect 27.	Increased resources to enable more bursaries.	Collect Team.	Further updates to follow.

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Collection Development - To improve access to, use of, and engagement with the collection to a broader audience	Work undertaken to capture protected characteristic data from as many as possible living makers in the collection.	An ethical data capture model will have been developed.	Public Programmes Team & Collection Advisory Committee.	We have now concluded recruitment of a Young Crafts Citizens (YCC) Placement holder to be involved in delivery of this project. The placement holder will commence work in February 26, with delivery taking place for six months. A consultancy brief has been developed to support the placement holder in the delivery of this activity.
	YCC collection interpretation development sessions. 6 YP to engage.	6 objects will have new interpretation	Public Programmes & Learning and Skills Teams.	6 young film makers were recruited based on their interpretation film making proposals. Sessions to assist in their successful and creative projects were held in Summer 25 with filming commencing in Sept 25. A showcase is shortly to be announced.
	3 x stakeholder groups will have been consulted and their insights fed into Collection Strategy.	Meaningful audience engagement informing strategy for collections	Public Programmes & Learning & Skills & Collections Consultant.	Our Collection Advisory Committee has launched with meetings taking place in Sept 25. We delivered a Handling Collection session for 20 Craft UK members. A further six-month YCC <i>Craft for the People</i> placement was delivered in April to October 25. As above, a new placement will start in Feb 26.
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Membership - 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.	Improved data collection and analytic tools will provide membership insights.	Baseline demography data for members will establish goals for future years.	Craft Ecology team. Senior Salesforce Administrator.	Our Members receive surveys post event attendance which includes demographic data, survey questions from Arts Council, and internally agreed Impact Framework questions for Makers of Today. More updates to follow regarding how anonymised data will be shared externally.
	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.	Risk assessments for all in-person events cover accessibility needs including captioning for recorded online sessions. Event promotion includes a contact email to reach out for accessibly support. We discuss assess needs for members and public audiences with partner venues to ensure provisions are in place. Our Membership Manager has recently undertaken British Sign Language (BSL) classes to support with accessible comms during events, cascading learning to the team. An EDI budget has been approved to engage a BSL interpreter to support future events. The team will be developing an accessibility rider for future events.
	Access principles for business resources undertaken in Q1.	Current and future commissioning of resources mapped against Principles.	Craft Ecology & Communications team.	Public access resources remain free access and now more accessible and visible in new website design. Ongoing free access will cover any important and essential information, such as GDPR and introductory business resources.

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.	A quarterly EDI focused survey will be launched with writers in Dec 26. Analysis of data will be available in 2026-27.
Makers of Tomorrow	Output	Outcome	Owned by	December 2025 Update
Learning and Participation - Including Young Craft Citizens (YCC) Programme.	Funding secured to undertake strategy development with YCC consulting and devising CC's approach to participation and socially engaged practice. 'Hackathon' day delivered to 40 YCCs with 3 experts contributing.	Legacy plan for Crafting with Pride (CWP) devised with 4 sessions delivered led by YCC facilitators. CWP participants report positive impact with increased skills and knowledge for facilitators.	Participation team.	A legacy plan for Crafting with Pride is in development. Participants are aware of the programmes closure at the end of March 26. A YCC member was commissioned to facilitate 4 x sessions bringing in Queer crafting histories. Reporting is underway. Funding is still being sought to develop a new approach to CC's socially engaged practice.
	2 funding applications submitted to support new participation approach.	Increase resourcing & capacity to support participation work.	Participation team.	Funding applications have been made to Amazon and Mercers, sadly without success on this occasion.
	Suggestions for anti-racist strategies embedded into Craft School Jasleen's Challenge. 1 x review meeting with Ali Eisa for Learning Staff.	CC L&P Team report increased confidence in embedding anti-racism approaches into education programmes.	Learning team.	Advisor Ali Eisa (Goldsmiths University) will continue to work with our team, including Education Manager Melise Djemal, to act as a critical friend with a focus on a Toolkit resource review. Anti-racist strategies are explicit in CPD events and resources. We are currently exploring funding for a pilot to test the Make First framework in support of anti-racist classroom spaces.
	Conduct desk research on anti-racist practice from recommendations.	New partnerships identified and initiated.	Learning team.	Research on Anti Racism is ongoing alongside further work and partnerships. A partnership has been established with Shape North to support pilot activities with Kirklees schools, subject to funding.
	Funding applied for and secured for Anti Racism Pilot.	Increased resources to support delivery.	Development & Learning and Participation teams.	A Paul Hamlyn Foundation application was made for our Teacher Development Fund for the Craft School Anti-Racism pilot. The application was sadly unsuccessful.
Changemakers	Output	Outcome	Owned by	December 2025 Update
Craft UK - As a network we aim to	10 organisations use the Toolkit for Change.	80 % of participating	Craft Ecology team.	There have been 14 downloads of our Toolkit for Change actions spreadsheet and 6 downloads of our workbook to

promote opportunities, encourage partnerships, and provide regular insight and analysis – we are a community that share ideas and undertake conversations.		organisations report that they have made progress against their identified targets.		date. A survey is intended to be sent out in March 2026 to gauge if 80 % of participating organisations report that they have made measurable programmes against their targets.
	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 launched that supports priority audience development.	Senior Management Team & Gallery Hires Manager.	We are developing the process and drafting supporting document. These will be finalised in January – March 26 (Q4) ready for dissemination to the Craft UK network.
Associate Advisors - Building a network of freelance advisors to support our EDI work.	Brief produced for up to five Associate Advisors with a focus on EDI.	CC benefits from external expertise to enhance EDI work across programme strands.	Senior Management team & Senior HR Manager, supported by our EDI Committee.	An EDI Associate Advisor brief template has been developed to be discussed further at our next EDI committee in January 26. A revised version has been used to recruit an EDI Advisory Consultant to support the development of our EDI monitoring processes. Recruitment was delivered in November 25 and we have now begun work with the appointed data consultant.
Staff	Output	Outcome	Owned by	December 2025 Update
Workforce Data - Develop a robust process for monitoring and measuring work-force data to inform activity aimed at bridging gaps in representation.	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	Comparative data (ONS and ACE) has been collated and following the latest equal opportunities data capture (as of end of March 25), a baseline can now be created. Work is underway to determine the best approach to gathering and sharing data utilising a dashboard approach. As noted above, a consultant has been appointed to support further conversations and decision making.
Recruitment - To review our processes, enabling us to attract, recruit and retain talent representative of the population of London and wider creative sector.	1 report completed of all recruitment activity, including job packs and online communication.	Bench-marking will identify gaps and actions to better align to population and creative sector stats. Applicants reporting positive recruitment experience.	Senior HR Manager	An initial review of existing recruitment activity, including processes platforms and job packs, has been conducted. A survey is due to be created to capture quantitative and qualitative feedback from candidates applying for positions within the organisation.
Access & Inclusion - Building our collective approach to ensuring individual access and support needs	Further development and sharing of a companywide access and inclusion 'rider' alongside supporting	100% of line managers report greater confidence in knowledge and understanding and adopting inclusive	Senior HR Manager	We continue to collate individual access and support needs, providing individualised support as required. Two documents are in development: a guidance for inclusive workplaces document and a people passport. These documents are to be further scoped in March to April 26, including consultation with staff and EDI committee members. A manager focussed

are met to promote an inclusive workplace.	in-person and online learning.	practice across all colleagues.		pulse survey will also be developed to identify areas of strength and development in leading inclusive workplace practices. In December 25, EDI team budget requests were approved including BSL interpreters for events, live captioning facilities and additional seating for Collect Fair.
Skills Development - Agreeing individual, projects, and collective approach and project focussed EDI actions across.	Individual and project level EDI plans produced using Toolkit for Change to agree EDI actions for 26-27. Staff completing one EDI action.	Developed knowledge, skills and confidence in achieving EDI objectives & actions.	Senior HR Manager. Senior Management Team & Project Leads.	In September 2025, staff reviews were conducted with each member of the team identifying individual EDI focussed actions to champion over the following six months. In January 2026, our Senior Leadership team and Project Leads will revisit the Toolkit for Change self-assessment toolkit to identify collective achievements and gaps to agree specific actions to take forward into 2026-27.
EDI Policies Development - We will continue to build additional <i>EDI into practice</i> policies and procedures whilst developing company-wide awareness and confidence in their active use across our work.	Harassment in Workplace risk assessment and plan created. Grievance and whistleblowing training. Developing Anti-Racism & Allyship and Supporting and Including Transgender & Non-Binary colleagues policies and <i>Inclusive Conversations</i> review.	Staff, freelancers and stakeholders will have a good awareness of key policies and procedures and feeling confident in knowing what to do and how things will be dealt with in relation to escalating concerns.	Senior HR Manager, Senior Management Team & EDI Committee.	A Harassment in the Workplace risk assessment and plan is now in place. Our anti bullying and harassment (inc. sexual harassment) policy is live. Supporting training, including Grievance and Whistleblowing is provided via our iHasco online training. All colleagues have signed to confirm they have read and understand our internal policies and procedures contained within our updated Staff Handbook. Anti-Racism & Allyship, Intersectionality, and Transgender Inclusion policies have been created and approved by our EDI Committee. These are now live company policies. A consultation process has commenced to inform the development of our <i>Inclusive Conversations</i> guidance.
Culture & Values	Output	Outcome	Owned by	December 2025 Update
Our House - Building a culture for all to feel welcome and included and monitoring how we achieve this.	Thinking Environment sessions delivered for staff.	Thinking environment will promote conversation, reflection and action learning.	Senior Management Team & Senior HR Manager	With building works taking place until January 26, our focus has been on creating a welcoming home for our team and guests and accommodating inclusion needs. In October 25, colleagues came together to celebrate Black creatives and leaders during a special Black History Month staff meeting.
Transparency & Accountability	Output	Outcome	Owned by	December 2025 Update
Sharing our Progress - Review our progress quarterly and annually; developing our internal and external reporting processes.	A published timeline shared documenting our EDI plan, actions and achievements. Oversight provided by our EDI committee meetings and trustees.	There will be greater transparency of our EDI plans and progress internally and externally.	All	Following ratification from our Board of Trustees in October 25, our plan is now live on our website and in use by all colleagues. EDI actions are monitored and managed across project leads and SMT. This, the first formal report of progress due to be shared with EDI Committee Members in January 26 and publicly via our website after that.