Crafts Council Equality, Diversity & Inclusion (EDI) Monitoring Update 2025-2026

Introduction

About Us

Crafts Council is the national charity for craft. We believe craft has the power to transform lives; enriching everyday experience, inspiring creativity, strengthening communities and expanding opportunity. Craft matters. It connects people to materials, skills, creativity and culture. It shapes how we live, make and imagine the future. At Crafts Council, we champion craft and the people who make it. We support makers at every stage of their journey; from young people discovering craft for the first time to established makers building sustainable creative businesses. Community sits at the heart of our work. Our goal is to reflect, inspire and celebrate all makers and making traditions in the UK.

With heart and humility, we are committed to embedding equality, diversity and inclusion in all that we do.

About Our EDI Strategy and Supporting Action Plan - Statement of intent and approach

In August 2025, Crafts Council published its Equality, Diversity and Inclusion (EDI) Strategy and Action Plan, setting out a clear commitment to make equality, diversity and inclusion central to our organisation and our work with the craft sector. This update reflects on our first year of delivery, from April 2025 to March 2026, and shares the progress made, the lessons learned and the priorities that will guide our next phase of activity.

Our EDI commitments are rooted in Crafts Council's overarching 10-year aspirations and plan, previously developed in 2023 and refreshed in late 2024. They support our ambition for craft to be relevant, accessible and valued, and for Makers of Today, Makers of Tomorrow and Changemakers to reflect the full breadth of people, places and making traditions across the UK.

This ambition is reflected across our programmes, Collection, membership and networks. Through initiatives including Young Craft Citizens, Craft School, Collect, Craft UK and our membership community, we aim to widen participation, remove barriers and ensure that a broader range of makers, audiences and communities can shape and benefit from our work. We want our programmes and communications to celebrate the diversity of contemporary craft while recognising where representation and access still need to improve.

Our commitments also apply to how we work. We are building an inclusive workplace in which colleagues, freelancers and partners are supported to contribute and thrive. This includes strengthening recruitment and workforce monitoring, improving access and adjustments, embedding EDI objectives in planning and review processes, developing inclusive policies and guidance, and investing in learning, external expertise and fairer ways of working.

Our approach is collaborative. The voices and experience of colleagues, trustees, our EDI Committee, Craft UK network, members and specialist advisers help us test our assumptions, identify gaps and improve our decisions. We recognise that sustained change requires openness, accountability and a willingness to listen, reflect and adapt.

Our Impact Framework, developed with colleagues in 2024, provides the structure for connecting our activities and outputs to longer-term organisational outcomes. EDI is integral to this framework. During the first year of the Action Plan, a key focus has been to establish stronger baselines, improve the quality and consistency of data, and define practical measures that will enable us to understand progress over time.

Improving evidence is essential. The full social, cultural and economic value of craft is not yet comprehensively understood, and incomplete information can limit both investment and our ability to address inequality. We are therefore developing proportionate and ethical approaches to gathering demographic and participation data, benchmarking where appropriate, and using insights to shape programmes, services, policies and resource decisions.

This report presents progress against the intended outputs and outcomes in the 2025 to 2026 Action Plan. It records achievements, identifies activity that is still developing, and is transparent about areas where targets were not met or evidence is not yet available. The supporting activity plan contains the more detailed measures, responsibilities and next steps that sit behind this overview.

Highlights

In the first year, we established important foundations for longer-term change while delivering practical improvements across programmes, workplace practice, access and accountability. Key highlights include:

- Removing financial barriers through Collect Open: three inaugural bursaries of £5,000 enabled artists from Global Majority backgrounds who needed financial support to take part. Collect Open received a record 83 applications, a 108% increase on the previous year; 43% were bursary applications, exceeding the 25% target.
- Creating meaningful outcomes for makers: bursary support enabled ambitious new work, essential equipment and protected development time. Reported outcomes included increased confidence, sales, new audiences, press visibility and a museum acquisition.
- Broadening access to the Collection: six Young Craft Citizens developed new interpretations involving 16 Collection objects, while consultation with Young Craft Citizens, Craft UK and the National Festival of Making directly informed new access mechanisms, including a Collection Access Fund and trial Handling Collection loans.
- Strengthening youth voice and leadership: Young Craft Citizens shaped Collection interpretation and the legacy of Crafting with Pride.
- Embedding anti-racist practice in learning: anti-racist approaches were made explicit in continuing professional development and resources. A partnership was developed with Shape North to deliver a social justice pilot in Kirklees for 2026 to 2027, subject to funding.
- Improving accessible participation: event planning incorporated clearer access information and adjustments, with investment approved for BSL interpretation, live captioning and additional seating. Free public business resources also became more visible through the redesigned website.
- Opening up sector opportunities: the Toolkit for Change continued to support Craft UK members, and a gallery access pilot project began to be scoped.
- Building stronger evidence and fairer systems: workforce, recruitment, membership and programme data processes were strengthened. An EDI data capture policy and procedures were introduced, comparative benchmarking was developed, and an anonymised applicant survey began gathering feedback on recruitment experiences.
- Strengthening workplace inclusion and policy: new or revised policies covering Anti-Racism and Allyship, Intersectionality, Transgender Inclusion, bullying, harassment and sexual harassment were approved or advanced, supported by mandatory learning and updated guidance.
- Making 44a more accessible and welcoming: colleagues returned following building improvements, supported by new onboarding and access information, a wellbeing and multi-faith room, a repaired lift, updated evacuation arrangements and further safety equipment.

- Increasing transparency and accountability: the Action Plan was published and embedded across the organisation, with progress monitored by project leads, the Senior Management Team, Trustees and the EDI Committee. A public six-month update and this first annual monitoring report strengthened open reporting on achievements and areas still in development.

Learnings & Next Steps

Since this reporting period ended, we have invested time and energy as an organisation to improve the way in which we capture the impact of our work in our reporting. In Q2 2026 to 2027, we have introduced training, clearer guidance and improved reporting systems, which have been positively adopted by the team. The benefit of this work should be seen in the next round of reporting we publish.

Quotes about first year from EDI Committee Members

"From an operations perspective it has been great to see the progress made and to play my part in delivering the plan including the renovation of our Gallery and offices and ensuring this is a comfortable, welcoming and inclusive space for all. There is more work to do but I feel proud to have contributed and we are in a much better place now." Edi Salihu, Senior Operations Manager

Reflecting on our approach (to EDI) in the past, this is a definite step change. We set out with a clear commitment and intent which we've rigorously applied over the last twelve months. It's significant and important to raise awareness of what's changed, how we've strived to make a difference and what we've collectively achieved. Ed Matthews-Gentle, trustee

"Thinking back to 2020 and seeing where we are now, the journey and process is clear. We could not have written these commitments and provided an update like this back then. We were not ready. For any organisation facing challenges with EDI, the advice is it could take two years or more to begin to make progress, this work requires careful tracking , as well as a whole team commitment. Alongside using an inward looking lens. At a time when we hear so much anti EDI language / rhetoric, this update and the work undertaken represents a sense of sustained commitment. We don't claim to have everything right yet. We recognise that not everyone in the cultural sector has the same access and a framework like this, alongside a genuine commitment, and careful delivery, can help to showcase the many different ways we can ensure that everyone can have access." Rose Sinclair, trustee

I like that we are telling our story in and understandable and easy to read format. Great to see more of that." Maariyah Patel, trustee

Progress to Date

Discover more about our EDI action plan progress for 2025 to 2026 below.

Makers of Today – Objectives	Intended Output	Internded Outcome	Owned by	2025 to 2026 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 increase representation and equity across the programme. Developed in response to research that highlights how financial barriers can hinder participation in Collect as well as career progression in craft, the bursaries support UK-based artists from global majority backgrounds who are in need of financial support. Each Collect Open Bursary is worth £5,000. A portion of this amount covers the cost of exhibiting at Collect, with the remainder provided as a one-off financial allowance for additional costs each artist might incur. 83% of potential applicants who were invited to visit Collect 2025 submitted an application.
	50+ applications for Collect Open 26 (25% eligible). Record number shortlisted.	Bursaries expand talent applying to Collect Open.	Collect Team.	Collect Open 2026 delivered record interest, with 83 applications received (vs. 40 in previous year) - 108% increase and highest record of applications. 43% of total applications were for the bursary, exceeding the 25% target. 30 artists were shortlisted and presented to an Advisory Panel comprising Brigitta Spinocchia Freund (Collect Open Partner Spinocchia Freund), Lewis Dalton Gilbert (Creative Director, A Vibe Called Tech), Caroline Jackman (Creative Industries Business Consultant) and TF Chan (Collect Director). Bursary applicants amongst the shortlisted 30 artists were not disclosed to the panel. Each artist was scored (1-5) in line with the following criteria: 1. Has provided a comprehensive description and visualisation of their project 2. Has demonstrated ambition and originality through quality of development of ideas; new materials, new

				narratives, evidence of or potential for a strong project 3. Show the quality of their artistic skill and making through past work 4. Able to demonstrate that their proposal is new work by a significant shift in their practice, whether in scale, narrative or introducing new materials Survey results showed that participating Collect Open Artists indicated they would strongly recommend Collect to other artists.
	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. Post-fair survey responses confirmed that bursary recipients would not have been able to participate in Collect Open without bursary support. What the bursary enabled: • Purchase of essential equipment and tools (Jihyun Kim purchased a new kiln, which reduced failure rate of her works) • Purchase of materials required to realise ambitious work • Protected time to focus on developing new work and preparing for exhibition Strong professional and personal outcomes were achieved for artists, including a museum acquisition, sales, and new audiences engaged, ambitious new works delivered and press visibility. Bursary recipients described increased confidence, validation and momentum within their professional practice, with artists reporting that the bursary enabled them to realise work that would otherwise not have been possible, including large-scale and technically ambitious pieces.
	Consultancy support secured for	60% bursary holders report	Collect Team.	Freelance consultant, Noma Moyo, was engaged to actively support this process for 2026 Collect Open.

	approaches to communication with Bursary holders.	increased business opportunities.		Collect plans to work with Noma Moyo again to support the 2027 Collect Open bursary process. Participation in Collect Open generated significant professional exposure and development opportunities. Bursary recipients rated Collect Open as: • Good or Very Good for expanding their buying audience • Very Good as a platform for raising profile through PR and marketing Key professional outcomes included: • A museum acquisition, representing a major institutional milestone • Engagement from collectors, galleries, interior designers and members of the public • New professional relationships and follow-up strategies to support future opportunities Participation in the bursary programme contributed to increased visibility for both the opportunity and supported artists. • 24K+ views and 13K reach across bursary related posts on social media • 10.4% engagement rate on LinkedIn • 2.8K+ views and 1.9K users on bursary website landing page and article on CC website • 100+ new contacts added to CRM database • Bursary launch reshared by key network holders and relevant partner organisations
	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.	This information is not available presently. A strategy will be developed in 2026-2027 to support with monitoring this intended output and outcome.

	Funding for up to 6 Collect Open awards secured for Collect 27.	Increased resources to enable more bursaries.	Collect Team.	Funding has been secured for three bursaries for Collect Open 2027.
Makers of Today Objectives	Intended Output	Intended Outcome	Owned by	2025 to 2026 Update
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.	Recruitment for the final Young Craft Citizen placement was completed with the placement holder commencing activity in February 2026. The placement focused on developing and delivering the Maker Census, capturing protected characteristic and identity data from living makers represented in the Collection. A consultancy brief was developed to support the role, delivered by data and ethics consultant Jo Stansfield to advise on EDI data compliance. In March 2026, our placement holder progressed to a position at National Lottery Heritage Fund and final activity was delivered by another Young Crafts Citizens Member.
	Young Craft Citizens collection interpretation development sessions. 6 YP to engage.	6 objects will have new interpretation.	Public Programmes & Learning and Skills Teams.	Six young filmmakers were recruited from the Young Craft Citizens network based on their interpretation filmmaking proposals, with projects selected to represent a strong regional spread and range of craft disciplines. Two Young Craft Citizens interpretation development sessions were delivered in April and May 2025, supporting young people to explore approaches to Collection interpretation, connect the Handling and Primary Collections, and identify objects and stories for their films. Further filmmaker support sessions took place in Summer 2025, including ideation, object selection, filmmaking and editing skills, with input from guest speakers and Mountain Way Pictures. Filming and archive visits began in September 2025, with six Young Craft Citizens members working with 16 Collection objects. By March 2026, the filmmakers were being supported to continue working in the Collection Store and gallery, with the project moving towards showcase stage.
	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.	Consultation was undertaken with the three target stakeholder groups: Craft UK, Young Craft Citizens and National Festival of Making. Activity included: • Young Craft Citizens consultation and interpretation sessions exploring young people's perceptions of the Collection, barriers to access and future interpretation needs;

				• Craft UK consultation through online engagement, a Handling Collection launch, the Curating Craft Specialist Interest Group and a dedicated January 2026 digital session; • National Festival of Making consultation with the Creatives of Blackburn Collective, including Handling Collection workshops, Collection Store visits and co-developed public activity. The consultation helped identify practical and perceptual barriers to Collection access, including cost, logistics, relevance, training and confidence in using collections. These insights informed the wider Collection consultation roadmap and began to shape future Collection Strategy, including plans for access, loans, acquisitions, public programming and sector collaboration. By March 2026, the findings had directly informed new access mechanisms for Craft UK members, including the development of a Collection Access Fund, free gallery days and trial Handling Collection loans.
Makers of Today Objectives	Intended Output	Intended Outcome	Owned by	2025 to 2026 Update
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. In 2026, our Membership Manager undertook British Sign Language (BSL) classes to support with accessible communication during events, cascading learning to the team.

				An EDI budget was also approved to engage a BSL interpreter to support future events. The team have been 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.
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 equal opportunities focused survey was launched with writers in December 2025. Accurately monitoring data connected to writers relies on each writer self-reporting. Presently, we do not have as much raw, anonymised data as we would like, but have held this target in mind when commissioning and anecdotally believe we have made good progress in this area. Further analysis of anonymised data will be available in 2026-27 reporting.
Makers of Tomorrow Objectives	Intended Output	Intended Outcome	Owned by	2025 to 2026 Update
Learning and Participation - Including Young Craft Citizens Programme.	Funding secured to undertake strategy development with Young Craft Citizens consulting and devising CC's approach to participation and socially engaged practice. 'Hackathon' day delivered to 40 Young Craft Citizens with 3 experts contributing.	Legacy plan for Crafting with Pride (CWP) devised with 4 sessions delivered led by Young Craft Citizens facilitators. CWP participants report positive impact with increased skills and knowledge for facilitators.	Participation team.	One of our learning and participation programmes, Crafting with Pride, came to an end in March 2026 and a legacy plan is in development. Young Craft Citizens 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. We were invited to apply to Mercers for a second time and have submitted a proposal.

	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.
	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 Objective	Intended Output	Intended Outcome	Owned by	2025 to 2026 Update
Craft UK - 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.	10 organisations use the Toolkit for Change.	80 % of participating organisations report that they have made progress against their identified targets.	Craft Ecology team.	In 2025/26 there were: 29 downloads of Actions spreadsheet 14 downloads of the Actions workbook In February 2026 (Q4) we sent out to Craft UK our new Toolkit for Change brochure. In 2026-2027, a strategy will be developed to monitor change made in relation to intended outcome.
	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.	A process and supporting document was drafted related to gallery access pilot which is due to be shared across Craft UK members in June 2026.
Staff Objectives	Intended Output	Intended Outcome	Owned by	2025 to 2026 Update
Workforce Data - Develop a robust process for monitoring and measuring work-force data to inform activity aimed at	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	Senior People and Resources Manager & Senior Salesforce Administrator	During 2025 to 2026, we continued to strengthen our approach to workforce data monitoring. Comparative data from the Office for National Statistics and Arts Council England was collated, alongside the latest equal opportunities data capture, enabling a clearer organisational baseline to be developed.

bridging gaps in representation.		creative sector as a whole.		Anonymised data capture continued across recruitment, employees and freelancers, providing a stronger evidence base for future EDI planning and reporting. An EDI data consultant, Jo Stansfield, was appointed to review and develop our data capture processes, including consultation with colleagues. This work supported the development and roll-out of an EDI data capture policy and procedures, now used as an active organisational tool. A plan and brief has been shaped to develop year-on-year workforce data comparisons, including internal analysis and external benchmarking with Arts Council England and Office for National Statistics data, for delivery during 2026 to 2027.
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 People and Resources Manager	During 2025 to 2026, we continued to review and strengthen our recruitment approach to support more inclusive, accessible and transparent hiring practice across the organisation. This included reviewing recruitment processes, platforms, job packs and key supporting documents, including accessibility guidance for applicants and interviewees, and our recruitment privacy statement. To support continuous improvement, we introduced an optional anonymised applicant feedback survey, enabling us to gather both quantitative and qualitative insight into candidate experience. Feedback is being monitored and will inform future improvements to our recruitment processes. Feedback received during the year remained positive, and recruitment activity and progress continued to be reported through the People Reporting cycle to the Senior Management Team and Trustees.
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 People and Resources Manager, supported by our EDI Committee.	An EDI Associate Advisor brief template has been developed and was reviewed with our EDI committee in January 26. A revised version has been used to recruit consultants including an EDI Advisory Consultant to support the development of our EDI monitoring processes and consultancy support with deliver EDI Committee meetings and support with documentation development.

Access & Inclusion - Building our collective approach to ensuring individual access and support needs are met to promote an inclusive workplace.	Further development and sharing of a companywide 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 People and Resources Manager	During 2025 to 2026, we continued to strengthen our approach to access and inclusion, supporting colleagues to identify and share individual support needs and ensuring appropriate adjustments could be considered. A confidential access and support needs summary remained in active use, providing a practical framework for understanding adjustments and putting tailored support in place where needed. Research into inclusive workplace practice informed the development of new inclusive workplace guidance, replacing the intended a company-wide access and inclusion rider. The guidance is due to be reviewed and signed off by the Senior Management Team and EDI Committee in Autumn 2026. Further consultation with colleagues and the EDI Committee was planned to support implementation, alongside a manager-focused pulse survey to identify strengths and areas for development in leading inclusive workplace practice. EDI budget requests were also approved to support more accessible delivery across programmes and events, including BSL interpretation for membership events and live captioning 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 People and Resources Manager. Senior Management Team & Project Leads.	During 2025 to 2026, colleagues identified individual EDI-focused actions through the staff review process, supporting greater ownership of inclusion across the organisation. Despite a reduction in individual and company-wide training budgets during the year, due to 44a building works and related budget constraints, cost-effective EDI learning continued to be made available. This included online training through iHasco, as well as targeted learning linked to EDI data monitoring, management practice and organisational tone of voice. Contracted-hours employees continued to commit to individual EDI pledges as part of the six-month review process, with EDI objectives also reflected through quarterly priority setting and scorecard measures.

				The Toolkit for Change continued to be promoted externally, although it was not used as an internal planning tool during this period.
EDI Policies Development - We will continue to build additional *EDI into practice* 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 *Inclusive Conversations* 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 People and Resources Manager, Senior Management Team & EDI Committee.	During 2025 to 2026, we strengthened our EDI policy framework to support a safer, more inclusive and accountable working environment. Anti Sexual Harassment and Anti Bullying and Harassment in the Workplace risk assessments have been instigated, alongside updates to our anti-bullying and harassment policies and procedures, including specific reference to sexual harassment and alignment with relevant employment legislation. New and revised guidance was developed to embed EDI into everyday practice, including Anti-Racism and Allyship, Intersectionality, and Transgender Inclusion policies. These were reviewed and approved through the EDI Committee and are now live company policies. To support implementation, colleagues confirmed they had read and understood the updated Staff Handbook, which brings together key internal policies and procedures. Mandatory online training on Bullying and Harassment for Employees / Managers, Sexual Harassment Awareness and Whistleblowing was made available to contracted employees, with further in-person training planned for 2026 to 2027. We continued to develop supporting resources for inclusive workplace culture. The Inclusive Conversations guidance was reviewed with input from EDI Committee members, and a broader inclusive language advisory document was created for approval in 2026 to 2027.
Culture & Values Objective	Intended Output	Intended Outcome	Owned by	2025 to 2026 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 People and Resources Manager	In October 2025, colleagues came together for a dedicated Black History Month staff meeting celebrating Black creatives and leaders. During 2025 to 2026, our focus was on creating a welcoming and inclusive environment for colleagues, partners and visitors as building works continued at 44a Pentonville Road. This

				included planning for individual access and inclusion needs and preparing the organisation for a successful return to the building. Following a period of remote and temporary office working, colleagues returned to 44a to a warm welcome. Preparatory work included colleague onboarding, development of welcome materials and early building activation project planning designed to extend our welcome to partners, visitors and future tenants. Building activation activity is planned to begin in 2026 to 2027, including consultation activity and open-house style events. Training was also completed to re-establish our Thinking Environment approach, with open EDI and action-learning style sessions scheduled for delivery in 2026 to 2027.
Resources Objectives	Intended Output	Intended Outcome	Owned by	2025 to 2026 Update
44a Project Access & Inclusion - 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.	Building developments underway. Agree and implement a building focused access and inclusion plan including evacuation protocol developed Onboarding and induction delivered Develop an access guide for people wishing to hire/use the space.	Developments made to building/44a that improve individual and collective experience for staff, freelancers and visitors. Access information developed to be shared online will be a helpful resource for partners, participants, audiences and potential hires.	Senior People and Resources Manager, Senior Operations Manager, Gallery Hires and Business Development Manager, Director of Finance and People	Building developments were completed during 2025 to 2026, with an inclusion plan and evacuation protocol implemented to support a safer and more accessible return to 44a. Onboarding activity was delivered for all colleagues, supported by a new welcome pack, induction materials and an access guide for people wishing to hire or use the space. Key access and wellbeing improvements included the introduction of a dedicated wellbeing and multi-faith room, alongside repair of the lift to enable access across all floors. Further improvements were scoped for implementation in 2026 to 2027, including the purchase of an evacuation chair and defibrillator (now purchased and installed), and continued exploration of a lift platform.
Financial - We will balance our financial constraints with our	Annual review of rates of pay for freelancers and honorarium policy developed.	Transparency of commitment (and context) confirmed	Director of Finance and People, Senior People and	During 2025 to 2026, we reviewed our approach to rates of pay for freelancers, contracted-hours staff and casual employees, supporting greater consistency and transparency across our employment and engagement practices.

commitment to EDI to ensure there is a core budget for this work alongside allocated project budgets.	EDI budgets agreed for projects linked to project EDI plans for 2026 onwards.	Internally and externally.	Resources Manager	An honorarium policy was developed to provide clearer guidance for recognising contributions to our work. We also introduced an EDI budget request process, enabling teams to access targeted support for inclusive practice. Examples included funding BSL interpreters and captioning for events, as well as additional seating to improve access at Collect.
Transparency & Accountability Objectives	Intended Output	Intended Outcome	Owned by	2025 to 2026 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 by the Board of Trustees in October 2025, the EDI action plan was published on our website and embedded as an active framework for colleagues across the organisation. Progress against the plan is monitored through project leads, Senior Management Team oversight and the EDI Committee. During 2025 to 2026, quarterly EDI Committee meetings provided a semi-regular forum for reviewing progress and strengthening accountability. A six-month progress update was shared publicly via the website, and this our first annual EDI monitoring report, is scheduled for publication in September 2026, following review by our EDI Committee.