

Plinth

Equity, Diversity & Inclusion (EDI) Policy

Welcome to Plinth

At Plinth we are proud to be a welcoming and inclusive online and offline space for all. We believe in the transformative power of art to reflect the diversity of society and foster meaningful dialogue. Our commitment to Equity, Diversity, and Inclusion (EDI) is central to our mission.

Our Commitment

We are dedicated to creating a safe, respectful, and accessible environment for everyone—visitors, artists, staff, volunteers, and partners alike. Our EDI policy ensures that no one is discriminated against on the basis of:

- Age
- Disability
- Gender identity or reassignment
- Marriage or civil partnership
- Pregnancy or maternity
- Race or ethnicity
- Religion or belief
- Sex
- Sexual orientation

This aligns with the **Equality Act 2010**, which provides the legal framework for eliminating discrimination, advancing equality of opportunity, and fostering good relations.

Our Objectives

- **Champion Representation:** We actively work to showcase a broad spectrum of voices, particularly those historically underrepresented in the arts.
 - **Accessible Experiences:** We design our physical space and programmes to be inclusive for people of all abilities.
 - **Inclusive Employment:** Our recruitment and staffing processes are fair, equitable, and inclusive.
 - **Community Engagement:** We build partnerships with diverse communities to ensure our work remains relevant and reflective of the society we serve.
 - **Continuous Learning:** We engage in ongoing training and dialogue around EDI, unconscious bias, and anti-discrimination.
-

Exhibitions & Programming

We strive to ensure that our exhibitions and events reflect a rich diversity of artists, themes, and experiences. We value artistic expression from all backgrounds and actively seek to platform:

- Artists from minority ethnic backgrounds
 - LGBTQIA+ artists
 - Disabled artists
 - Artists from lower socioeconomic backgrounds
-

Staff & Volunteer Inclusion

- Our hiring practices are based on merit and equity, and we welcome applications from all backgrounds.
 - We offer staff regular training on diversity, inclusion, and safeguarding.
 - We encourage a workplace culture where everyone feels valued, heard, and supported.
-

Accessibility

When we are exhibiting in a physical space we are committed to removing barriers to participation. These include:

- Step-free access and accessible toilets
- Clear signage and large print materials
- Audio described tours, BSL interpretation (where possible)
- Opportunities for feedback on how we can improve accessibility

If you have specific access needs, please contact us in advance of any visit.

Accountability & Evaluation

- We regularly review our policies and practices to ensure they meet EDI standards.
 - We welcome feedback from the public, artists, and partners on how we can do better.
 - Where relevant, we follow the **Public Sector Equality Duty** under the Equality Act 2010.
 - All data is handled in line with the **UK General Data Protection Regulation (GDPR)**.
-

Speak With Us

If you have suggestions, feedback, or concerns relating to equity, diversity, or inclusion at Plinth please get in touch. We are always learning and open to listening.

Email: paul@plinth.uk.com

Phone: + 44 203479 5922

Visit us: Bedford House, 125 – 133 Camden High Street, London NW1 7JR

Policy Review

This EDI Policy is reviewed **annually** and updated as needed to reflect new legal obligations, internal learning, and evolving best practices.

Last reviewed: September 2025

Next scheduled review: September 2026