



Inclusivity and Community Policy

Art in the Park Leamington CIC

1. Purpose and Commitment

Art in the Park Leamington CIC is committed to building a **welcoming, inclusive, and accessible festival** that celebrates the creativity, diversity, and community spirit of Leamington Spa and the wider Midlands.

We recognise that participation in the arts should be available to everyone, and that inclusivity enhances creativity, community cohesion, and social impact.

This policy underpins our work across **festival programming, audience engagement, partnerships, and outreach**.

2. Scope

This policy applies to:

- All Art in the Park directors, staff, volunteers, and contractors
 - Artists, performers, and workshop facilitators
 - Sponsors, partners, and suppliers
 - Festival visitors and community participants
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3. Core Principles

We are guided by five key principles:

- **Diversity:** Celebrate and reflect the richness of the communities we serve, including people of the Global Majority, disabled people, and those from a range of social, cultural, and economic backgrounds.
- **Equality:** Ensure fair treatment and equal access to opportunities across all aspects of the festival.

- **Accessibility:** Identify and remove barriers to participation, both physical and economic.
 - **Community Engagement:** Foster collaboration with local groups, schools, and partners to ensure our work is community-led.
 - **Respect and Safety:** Provide a positive, safe, and harassment-free environment for all.
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4. Implementation in Practice

a. Representation and Artistic Programming

We will:

- Actively collaborate with diverse cultural and creative groups such as **Vital Moves, New Futures Creatives, Sustenta** to ensure that people of the Global Majority are represented across our performances and exhibitions
- Continue to mentor and showcase **emerging and young artists**, especially through initiatives like **SPLAT, Motionhouse Youth Dance, and the LAMP Youth Music Stage.**
- Strive for a balanced programme that reflects the diversity of our audiences and the creative sector.

b. Accessibility and Inclusion

We commit to:

- **Maintaining free entry** to the festival and keeping **99% of children's activities free**, reducing financial barriers for families.
- Expanding **food voucher schemes** to support visitors from low-income backgrounds.
- Providing **SEND-friendly spaces**, including quiet areas, inclusive workshops, and **BSL interpretation.**
- Publishing **accessible digital maps and SEND-friendly guidance** in advance of each festival to support families and carers.
- Consulting with **local families and disability groups** to improve accessibility each year.

c. Community Engagement and Outreach

We will:

- Partner with **local schools, colleges, and youth projects** to develop young people's creative skills and confidence.
- Work collaboratively with **community groups across Leamington, Coventry, and the Midlands** to ensure regional representation and reach.
- Support and promote **local volunteers**, recognising their contribution as vital to the festival's success.

d. Safe and Respectful Environment

We maintain a **zero-tolerance approach** to discrimination, bullying, harassment, or hate speech.

All volunteers and team members will receive guidance on equality, diversity, and safeguarding to uphold a culture of respect.

5. Partnerships and Suppliers

We expect all partners, performers, and suppliers to share our inclusivity values.

Procurement and sponsorship decisions will prioritise local, ethical, and community-oriented organisations that align with our social purpose as a CIC.

6. Accountability, Monitoring and Review

- The **Inclusion Officer** will oversee implementation, liaising with directors and community partners.
- The policy will be reviewed annually in line with feedback from attendees, volunteers, and accessibility audits.
- Metrics such as **representation in programming, accessibility feedback, and outreach participation** will inform improvements each year.