



Equality, Inclusion & Accessibility Policy

At Splatter & Spark, we believe that everyone has the right to feel welcome, safe and included.

We are committed to promoting equality, celebrating diversity and ensuring accessibility across all our services for children, families and adults with additional needs.

1. Our Commitment

We are committed to:

- Treating everyone with respect, dignity and fairness.
- Creating an environment that is inclusive, accessible and non-discriminatory.
- Ensuring our services are open to all, regardless of background, ability or identity.
- Upholding the principles of Irish and EU equality legislation and the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD).

2. Equality & Non-Discrimination

We do not tolerate discrimination, harassment or victimisation on any grounds, including but not limited to:

- Gender, gender identity or gender expression
- Civil or family status
- Sexual orientation
- Religion or belief
- Age
- Race, colour, nationality or ethnic origin

- Membership of the Traveller community
- Disability, additional needs or health status
- Socio-economic background

3. Inclusion in Practice

- Activities are designed to support the participation of all children and adults.
- We make reasonable adjustments to ensure inclusion of individuals with additional needs.
- We work in partnership with families to understand each person's strengths, preferences and challenges.
- Our programmes celebrate diverse cultures, abilities and perspectives.

4. Accessibility

- We aim to provide venues and services that are physically, socially and emotionally accessible.
- Where barriers exist, we will take steps to remove or reduce them.
- Communication will be clear and alternative formats (e.g., easy-read, pictorial) can be provided where needed.
- Staff are trained to adapt sessions for a wide range of needs and abilities.

5. Staff & Volunteers

- All staff and volunteers receive training in equality, diversity and inclusion.
- Recruitment and selection are based on merit, fairness and equal opportunity.
- We promote a culture where differences are respected and valued.

6. Complaints & Concerns

- Any concerns relating to equality, discrimination or accessibility will be taken seriously.

- Complaints can be raised confidentially with the Designated Liaison Person (DLP).
- We will investigate fairly and take appropriate action in line with policy and legislation.

7. Review & Monitoring

- This policy will be reviewed annually or sooner if required by changes in law or practice.
- Feedback from children, families, staff and partners will be welcomed to improve inclusivity.

Date Effective: 02/10/2025