

World Pencil Equality, Diversity and Inclusion Statement

For World Pencil Ltd and World Pencil Trust, December 2022

Our organisational core purpose around sustainable development, co-exceptionalism and cutting-edge human mean that Equality, Diversity and Inclusion are, and have to be, at the heart of our work and how we operate.

Our values

- **Inclusive and listening proactively:** We ensure the voices, opinions and ideas of all participating stakeholders are well listened to and understood and incorporated, and provide specific support for individuals, where required, to make their contribution.
- **Stimulating and inspiring:** We ensure that our work is enriched and informed by a wide range of stimuli from external provocations and participants' ideas: not patronising but aiming to feed imaginations and inspire participation.
- **Creative, curious, playful:** We facilitate participatory approaches, and produce outputs, that are provocative, purposeful, empowering, rich in creative activities and opportunities to work together.
- **Broad-minded and insightful:** We bring a very wide range of perspectives to the table, and distil the outputs of our work carefully, fairly and insightfully.
- **Strategic, purposeful and enabling:** We produce materials, frameworks and toolkits that focus on enabling and empowering people, not telling them what to do but helping them make the most of available resources, and carefully planning for consequences. We're interested in ideas and impact in equal measure.

Thriving on diversity and striving for equality and inclusion

Diversity and inclusion are central to our organisational objectives, and how we go about achieving them:

- Supporting inclusive strategies to enable the diversity of people (cultures, wildlife and environments) to thrive lies at the heart of sustainable development.
- Creative learning, art and culture can be the most powerful vehicle for exploring, expressing and celebrating that diversity.
- The challenges we work towards cannot be achieved without harnessing a diversity of ideas, abilities and perspectives.

But we know that inclusion doesn't happen on its own so we are proactive and prepared to challenge, and be challenged, in our support for diversity of socio-economic background, gender, sexual orientation, ethnicity, race, belief, ability or age.

Supporting EDI in our work

Helping people – children and young people, and adults in education and cultural organisations – to harness the power of arts and culture to champion issues around equality, diversity and inclusion is a core part of our work programme. The arts can be uniquely effective at telling stories, raising awareness and mobilising action and change around EDI agendas and our work on Creative Impact and Culture On Purpose are centrally focussed on enabling people to harness the arts to make measurable change around these and other sustainable development agendas.

At the same time, our work around supporting creativity, progression and leadership in education and learning is centrally focussed on accessibility and inclusion for all children and young people.

EDI in the design and monitoring of our work

Equality, diversity and inclusion are very carefully considered in the design of our work, and particularly our work with children and young people. And we monitor participation in our work, and work we support, to ensure that we are neither favouring nor prejudicing any particularly group of people, characteristic or background.

EDI in recruitment

We routinely request that applicants for employment complete our EDI monitoring survey anonymously and monitor that our recruitment practices do not disproportionately favour or prejudice people of any characteristic or background.

EDI in employment

Our standard employment term disciplinary procedure list as a grievance discriminating against, harassing, bullying or victimising another employee, client, customer or visitor because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality and ethnic or national origins), religion or belief, sex and/or sexual orientation.