

**Access Support, how we can help you to engage**

We celebrate difference – respecting the humanity and creativity in everyone. We are committed to improving diversity and inclusion across our organisation and industry by championing a variety of backgrounds, perspectives, identities, talents, and physical and cognitive differences.

1 in 5 people in the UK have a disability or long-term health condition that affects their ability to participate. Many more people have a neurodiversity (such as autism, dyslexia or ADHD) or are constrained by carer responsibilities, language barriers, financial barriers, cultural barriers or mental health conditions.

**Creative UK aims to ensure that all our opportunities whether employment or our programmes, events and services are as accessible as possible so that everyone can benefit equally from the opportunities that we offer.**

**Equality Act**

We take seriously our responsibilities under the [Equality Act 2010](https://www.equalityhumanrights.com/en/equality-act/equality-act-2010) as an employer and provider of services to make sure that disabled people can access our jobs, programmes and services as easily as non-disabled people. This is known as the ‘duty to make reasonable adjustments’.

This statement outlines what you can expect from us whether you want to work for us, are applying for investment, to join our programmes, events or want to access any other Creative UK offer.

We treat everyone as individuals and will consider your personal circumstances when communicating or engaging. We are happy to assist you by making reasonable adjustments so that you can access the opportunity on offer. Reasonable Adjustments may include but are not limited to;

* Providing information in a different format such as an accessible PDF, large print, Easy Read, audio or braille.
* Conducting face-to-face meetings via screen-based or audio applications where preferred.
* Providing alternative methods of application such a collecting information over the telephone and supporting you to apply by providing questions in advance or encouraging you to bring notes to an interview or assessment.
* Providing extra aids, services or support such a captioning or transcriptions.
* Changing the way things are done so that you can engage such as modifying the hours or location of attendance.

When making adjustments we will consider each individual and their specific circumstances. Sometimes support needs conflict or circumstances don’t allow for the support need to be met so it may not always be possible to put every support request in place.

**How to access support**

We recognise there are many and varied requirements. We will always ask about your access support needs at the time of application or registration onto our programmes and opportunities. Let us know about the support that you would value and we will adapt where possible to ensure your experience with us is a positive one.

If it is not possible to provide the access support requested due to cost, location, the facilities available or conflicts with other access support requests, we will discuss with you other ways that we are able to support you to access the opportunity on offer such as being interviewed online, providing you with recorded content, modifying the hours of attendance, providing programme materials in advance.

If you have any questions about the access supports we can provide please speak to our HR team, the manager of the programme/event you are applying to or our Head of EDI.