

Equality, Diversity & Inclusion (EDI) Policy

Seagull Media House CIC

Last Updated: 2nd December 2025

Approved by the Board of Directors

1. Introduction

Seagull Media House CIC (“the Company”) is committed to fostering an environment where all individuals are treated fairly, with dignity and respect, and where opportunities are accessible to all. We recognise the importance of equality, diversity and inclusion (EDI) in achieving our mission to support underrepresented creatives in the entertainment industry.

We actively seek to remove barriers, increase representation, and create safe, inclusive spaces across all organisational activity, including productions, training, outreach, employment, governance, and community engagement.

This policy applies to all Directors, employees, freelancers, volunteers, participants, partners, audiences, and anyone representing the Company.

2. Legal Framework

This policy is guided by and compliant with the following legislation:

- Equality Act 2010
- Human Rights Act 1998
- Public Sector Equality Duty (where applicable)
- Data Protection Act 2018 / UK GDPR
- Safeguarding standards relating to protected groups

Where law changes or higher industry standards emerge, the Company will adopt the most protective standard.

3. Protected Characteristics

We do not tolerate discrimination based on any protected characteristic, including:

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

We also protect individuals based on socio-economic status, creative background, and lived experience, in recognition of industry inequalities.

4. Our Commitment to Inclusion

The Company will:

- Provide equal access to opportunities, training, castings, and employment
- Promote fair treatment in creative decision-making and representation
- Ensure accessibility considerations are built into planning processes
- Design outreach that engages underrepresented communities
- Create environments where discrimination, harassment, and bullying are challenged

We aim to elevate voices that have historically been excluded from the entertainment sector.

5. Recruitment, Casting & Participation

Opportunities will be advertised openly and clearly, with efforts to:

- Remove unnecessary barriers to entry
- Recruit from diverse backgrounds and lived experience
- Ensure selection processes are fair, transparent, and non-discriminatory

Casting decisions will consider creative integrity while promoting equitable representation.

6. Accessibility & Adjustments

We are committed to making reasonable adjustments to enable full participation, including:

- Physical access accommodations
- Additional support in workshops or rehearsals
- Flexible communication formats
- Adjustments for sensory, learning, mobility, or mental health needs

Participants are encouraged to disclose access needs confidentially so support can be arranged safely and respectfully.

7. Behaviour, Conduct & Harassment

All representatives of the Company must uphold a culture of respect.

The Company does not tolerate:

- Harassment or bullying
- Discrimination or hate speech
- Sexual harassment or coercive behaviour

- Victimisation of individuals raising concerns

Breaches may result in removal from projects, disciplinary action, reporting to authorities, or termination of engagement.

8. Reporting & Accountability

Concerns relating to discrimination, harassment, or exclusion may be reported to:

- EDI Lead (role-based appointment)
- Designated Safeguarding Lead (if individuals are at risk)
- Board of Directors (governance oversight)

Reports will be handled:

- Confidentially and respectfully
- With documented outcomes
- Following safeguarding or legal procedures where necessary

Nobody will be penalised for raising a concern in good faith.

9. Data & Representation

We may collect demographic or participation data to monitor diversity, but only:

- With informed consent
- Anonymised where possible
- Stored securely under Data Protection Policy

Data is used only to improve equity and access, not to exclude or categorise individuals unfairly.

10. Partnerships & Collaboration

We expect partners, venues, funders, and contractors to uphold compatible EDI principles. Where concerns arise, the Company may:

- Request corrective action
 - End partnerships misaligned with our values
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11. Continuous Improvement & Review

We recognise equality is an ongoing responsibility. The Company will:

- Review this policy annually
 - Integrate EDI outcomes into strategic planning
 - Provide training as appropriate
 - Seek feedback from participants and communities
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11. Approval

Last Reviewed: 2nd December 2025

Next Review Due: 2nd December 2026

Approval from Director(s):

Name: Kieran Lomas

Signature:

Signed by:

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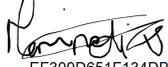
Approval from Advisors:

Name: Marina Oliveira

Name: Jasmine Woodard-Harris

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Signatures:

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