



Cockpit Diversity, Equity and Inclusion Statement

“Art invites multiple possible readings, at best embraces contradiction, dissent, ambiguity and idiosyncrasy. It is a form of resistance to the idea that the shape, the meaning, the myriad ways of living in and moving through the world should - or even could - ever be one.”

Jennifer Higgie, *Why diversity in art?* Frieze n. 169

Diversity drives creativity

Cockpit is committed to inclusion, diversity and equity in all our activities, recognising that creativity and innovation are fuelled by diversity. We foster an inclusive culture where all aspects of diversity are celebrated and seen as critical to success.

With active policies in place to overcome barriers to participation, Cockpit’s community is diverse, compared to the wider craft sector. As a result of our work in this area, 25% of Cockpit makers are from a Global Majority background, compared to 4% in craft as a whole (Crafts Council, 2016 – the most recent available data).

Diversity and inclusion are matters of social justice. We recognise that we live in a society characterised by structural injustices, including systemic racism, ablism, and gender inequality. We are committed to tackling systemic injustices with conscious, committed action in order to cultivate an even more diverse community – makers, team, Board, and partners – and creating an environment where anyone, from any background, can develop their talents, do their best work and realise their full potential.

It is our ambition and intention to embody the highest standards of practice to stimulate, promote and celebrate diversity in our community.

This takes all of us. Everyone has a role to play. We know that every organisation and every individual is at a different point in their understanding, knowledge and lived experience. We are committed to continual learning. We can always evolve and do better – and we are in this for the long haul.

We endeavour to be honest, brave, transparent in our commitment to diversity and inclusion, to strive for the best.

Aims

The overarching aims of our diversity, inclusion and equity plan are to:

- Open up access to starting a successful professional career in craft to everyone with talent



- Actively address structural barriers, including systemic racism, inequality of access to education and training, and socio-economic barriers
- Promote and celebrate the diversity of the community of makers at Cockpit
- Continually deepen our learning and evolve our understanding of diversity and inclusion
- Build a more diverse, inclusive and cohesive community: makers, team, Trustees, partners

Annual Plan

To achieve these aims, we produce a detailed annual plan, encompassing all areas of our strategy, governance and operations: Applications and Awards, Board and Trustees, buildings, communications, makers, partnerships, training, procurement, staff, and monitoring and review.

Our EDI policy is comprehensive, going well beyond our legal duties. Cockpit operates in full compliance with equality legislation under the Equality Duty 2011 and Equality Act 2010, including showing due regard to:

- eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act;
- advance equality of opportunity between people who share a protected characteristic and those who do not; and
- foster good relations between people who share a protected characteristic and those who do not.

We meet these requirements in relation to all protected characteristics defined by the Act:

- age
- sex
- pregnancy and maternity
- race
- religion and belief
- marriage and civil partnership
- sexual orientation
- gender reassignment

We add socio-economic status to this list as an additional characteristic where we seek to eliminate discrimination and advance equality of opportunity.

Awards, bursaries, and applications

All Cockpit studio bursaries and awards are designed to remove barriers to starting up in practice, especially socio-economic barriers. An Award or Bursary at Cockpit includes studio space in London,



as well as business support and membership of a vibrant craft community, giving emerging makers the space and time to develop their business or practice.

In addition, we have several awards that tackle other structural inequities. In 2024, we continued to support two makers on the New Craft Award, aimed at individuals from backgrounds currently underrepresented in craft. We also secured funding for, and developed, the Bagri Award to address the underrepresentation of makers from Asian backgrounds. Two Cockpit makers, both former Awardees, made and raffled a unique, handmade knife to raise funds for another new award, the Grant-Turnstone Award, aimed at female practitioners practicing in traditionally male-dominated craft fields.

We operate a Guaranteed Interview Scheme (GIS) as part of our commitment to increasing diversity across all opportunities we offer at Cockpit. By focusing on marginalised groups, the scheme aims to remove systemic barriers in the recruitment process and foster a more inclusive community at Cockpit.

Candidates are eligible for the scheme if they meet the essential criteria outlined in the application form, and identify as:

- Being from a Global Majority background, which includes individuals who are Black, Asian, dual-heritage, mixed-heritage, indigenous to the Global South, or racialized as ethnic minorities.
- LGBTQ+ or Gender Minorities.
- D/deaf and/or disabled.
- Being from lower socio-economic backgrounds, including non-graduates; Cockpit encourages candidates from a range of educational backgrounds. There are no minimum formal qualification requirements.

The GIS offers significant advantages for eligible applicants and the broader creative community, including:

- **Ensuring Fair Opportunities:** By guaranteeing an interview for candidates who meet the essential criteria, the scheme reduces unconscious bias and levels the playing field in recruitment.
- **Increasing Diversity Within the Community:** A more diverse environment fosters creativity, innovation, and a broader range of perspectives, benefiting Cockpit and its makers, staff, and audiences.
- **Highlighting Craft Skills & Creativity:** Many individuals from marginalised backgrounds face systemic obstacles in securing interviews. The GIS addresses this challenge by recognizing not



only formal qualifications but also the unique talents, craftsmanship, and creative thinking that candidates bring. This approach allows applicants to showcase their artistic abilities, which are essential in Cockpit's creative and craft-driven environment.

Code of Practice

This Code of Practice outlines how the policy will be applied in specific circumstances. The Code gives advice on the measures, which can be taken to achieve equality of opportunity and good employment practice. If its recommendations are not observed, a breach of the Equal Opportunities Policy and/or DEI Statement, the disciplinary rules and/or unlawful discrimination may result, involving a liability for such acts in any proceedings.

All employees have a personal responsibility for carrying out the Equal Opportunities Policy and Code of Practice of Cockpit in their dealings with colleagues, job applicants or potential applicants, member organisations, partners and Board members. In our employment practices and in providing services, Cockpit expects all employees to:

- Act fairly and provide equality of opportunity;
- Recognise that everyone is different and that these differences must be equally respected;
- Be aware that they must not treat people less favourably because of a protected characteristic;
- Challenge discrimination so that we demonstrate our commitment to equality and diversity and do not exclude people or make them feel isolated;
- Not themselves unlawfully discriminate, for example, as staff responsible for decisions on recruitment, selection, promotion or transfer;
- Not induce or attempt to induce others to practice discrimination, nor yield to pressure from others to discriminate;
- Not victimise or attempt to victimise individuals on the grounds that they have made complaints under the Equality Act or provided information about discrimination;
- Not harass, abuse or intimidate other employees, member organisations, partners etc....
Where employees commit such action, they will be liable to disciplinary action;
- Draw to the attention of management apparent breaches of this Code of Practice and the Cockpit Equal Opportunities Policy;
- Line managers and supervisors have a particular responsibility for ensuring that staff act appropriately.

Equity, Diversity and Inclusion work is led by the CEO and COO and is overseen by the People Committee of the Board of Trustees. As with all our activities and governance, we review and are guided by the Charity Governance Code.