



## **Accessibility Statement**

Helix Arts is **committed to equity, diversity and inclusion.**

We are committed to meeting our obligations under the [2010 Equality Act](#) and by going beyond this wherever we can.

We believe that culture is global in its appeal, and it should be made available to and enjoyed by everyone, everywhere.

**We are working hard to ensure that our work is accessible to Disabled People<sup>1</sup>.**

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<sup>1</sup> Our work refers to the Social Model of Disability and Neurodiversity. Neurodivergent people means someone who identifies with one or more of the following: autism, ADHD, a learning disability, dyspraxia, dyslexia, dyscalculia, downs syndrome, tourettes, cerebral palsy, brain injury or a mental health condition. It can also include something not mentioned in this list where a person identifies as neurodivergent.

We want to **continually improve** our approaches to access, our access provisions, and understanding of accessibility.

We want to make sure that everything we do is as accessible as possible.

We know what accessibility looks and feels like will change according to the people we are working with and the work we are doing.

We also understand that **access requirements are not exclusive** to Disability and can change. We believe that the key to accessibility is asking questions and listening actively so we can identify barriers and find solutions.

Some people may have reasons (often based on previous negative experiences) to be cautious about asking for support and disclosing their access needs.

- We are committed to ensuring that our projects, the spaces we work in, the jobs and volunteering opportunities we offer, the marketing materials we provide, the forms we use, the information we produce, and our website, social media and media channels are as accessible as possible in line with best practice<sup>2</sup>.
- We want to ensure we are Disability confident in terms of language and behaviour<sup>3</sup>.
- We want to embed access throughout everything we do<sup>4</sup>.

Whether a participant, artist, freelance worker, staff member, or volunteer, we will ask you if you have any access requirements as soon as you register with us.

**If, at any point during your work or engagement with us, you want to tell us about your access needs please let us know either by talking to a staff member or by emailing [info@helixarts.com](mailto:info@helixarts.com).**

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<sup>2</sup> [Accessible Marketing Guide - Unlimited](#)

<sup>3</sup> [Disability Confident etiquette - Unlimited](#)

<sup>4</sup> [Access as a creative tool - Shape Arts](#)

We want to make sure we have all the information we need to be able to support you.

If there is a preferred way for you to share this information we would love to know. We will make the process as caring and constructive as possible.

We will always keep this information securely and treat it sensitively.

We do not share personal information, but will use anonymous data to report to our funders and partners.

If you have an **access rider or statement** you are comfortable sharing with us, please do so as soon as you can because this helps ensure we design supportive and inclusive events and employment opportunities<sup>5</sup>.

If you would like to **create an access rider** please [have a look at these useful resources](#).

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<sup>5</sup> Section 159 of the Equality Act 2010, which came into force on 6 April 2011, allows an employer to treat an applicant or employee with a protected characteristic (for example, race, sex or age) more favourably in connection with recruitment or promotion than someone without that characteristic who is as qualified for the role.

We are committed to making accessibility run throughout our practice. We know it will take collaboration and regular rethinking and revisiting to make this happen.

**We know we won't always get things right.**

If you feel like we have not got things right, please let us know as soon as you can.

You can talk to us or [email us](#) and we can make sure we work towards meeting your needs and improve the way we do things.