

HELIUM ARTS - PUTTING ALL CHILDREN AT THE HEART OF WHAT WE DO

Our Policy Statement on Diversity, Equity and Inclusion

We believe that every child is inherently creative.

We champion the right of children to express themselves and their creativity.

We know from our work and our research that creative engagement has a positive impact on children's wellbeing.

We work with children who have lifelong health conditions. The children we meet come from a wide range of backgrounds, cultures, and life experiences. Many children and their caregivers face significant barriers to accessing their rights, in addition to the challenges posed by their health status.

We are working hard to make sure that we can be truly inclusive, and to remove the barriers to participation in our programmes. We make extra efforts and devise new approaches to include children who face these additional barriers in accessing their right to culture and who may face additional vulnerabilities.

We want to show through the stories we tell, and the programmes we create, how Ireland can be a more inclusive country for all children.

We acknowledge that Ireland is an unequal society which is reflected in children's access to and participation in the arts, especially those with lifelong health conditions.

We commit to an examination of all aspects of our organisation in order to develop and implement a comprehensive Diversity, Equity and Inclusion Strategy and Plan in 2023.



THIS WILL REQUIRE US TO:

1. Continually check if the child, their playfulness and creativity, wellbeing and voice is at the centre of how we think, act and speak.
2. Invest time, space and money into learning more about children's needs and how to respond to them.
3. Be in an ongoing open conversation with children, parents, caregivers and health and social care providers about how to make our programmes more accessible.
4. Reflect the diversity of Ireland in our staff team, artist panel, volunteers and board, proactively supporting new voices to shape our organisation.
5. Learn by doing, partner with others and share what we've learned.

This Policy Statement is being published as part of our new Strategic Plan 2023-2027. We will embed our commitment to putting children at the centre of what we do throughout our plan and issue annual reports on our progress.