



EQUALITY, DIVERSITY & INCLUSION POLICY

PURPOSE

Dirliebane Theatre Company is committed to promoting theatre as an activity for all. Dirliebane Theatre Company is committed to providing access for all people to the arts as audience members, participants, and practitioners, throughout the range of our activities.

Dirliebane Theatre Company will not unlawfully discriminate because of the Equality Act 2010 protected characteristics of: Age; Disability; Race/Ethnicity; Sex; Religion or belief; Gender reassignment; Marriage and civil partnership; Sexual orientation; Pregnancy and maternity.

Dirliebane Theatre Company recognises the evolution of the language identifying protected characteristics since 2010 and acknowledges the preferred language used by people with those characteristics e.g., gender expression vs gender reassignment and ethnicity vs race.

Dirliebane Theatre Company is also committed to promoting equality of opportunity in respect of other characteristics not named as protected in the legislation, including neurodiversity, class or socio-economic background; and in respect of those with experience of the justice system.

Dirliebane Theatre Company recognises discrimination as being a process for acting unfairly against an individual or group by exclusion, verbal comment, denigration, failure to appreciate needs or the assumption of such needs without consultation.

Dirliebane Theatre Company believes that the value of an Equality, Diversity and Inclusion Policy lies in its practical delivery. The company will strive to reflect this policy across all areas in its programme of work. We understand that there is much more we can do to represent and reflect the diversity of Scotland both in terms of the work we present and the make-up of our Board and freelance team.

It is the responsibility of the Co-Artistic Directors with support from the Board of Trustees to monitor the effectiveness of the policy and develop an accompanying EDI Action Plan in collaboration with key collaborating artists and organisations for each programme of work.

GUIDING PRINCIPLES & ACTIONS

PLANNING & GOVERNANCE

- EDI will be a key consideration in all artistic and organisational planning
- This is a live document and will be reviewed and updated regularly
- A separate EDI Action Plan will be developed for each programme of work
- This Policy and any associated Action Plans will be an agenda point at each Board Meeting and will be reviewed annually by the Board of Trustees.
- Each programme EDI Action Plan shall contain practical actions, timelines, resource and monitoring information, accountability and how and who with the plan has been developed including EDI benchmarks for good practice. Each EDI Action Plan will have a focus on 2 to 3 specific legally defined protected characteristics that are appropriate to focus on for that programme of work. These plans will be signed off by the Board EDI Lead.
- A specific trustee is appointed EDI lead for the company and reports to the Board
- We are an outward looking, inclusive and open organisation which is prepared to have the uncomfortable conversations and continuously reflect on our progress in this area
- We will foster a culture of learning and progression by undertaking rigorous and constructive evaluation of each project
- We will embrace diversity of thought and experience
- We have an understanding that diversity can be complex. We recognise that individuals may face multiple layers of disadvantage and discrimination due to intersectionality
- We will continually review our structures and activities, how we make decisions, who we work with and how we frame conversations and discussions
- We will ensure access to relevant training for all Trustees and our Co-Artistic Directors and access to training for all freelance artists at the start of a programme of work. We will undertake an annual training audit and include a training report in the standing agenda point at Board meetings.
- We will work with and learn from organisations who undertake EDI best practice and work towards increasing the number of artists on our freelance team from underrepresented groups
- We aim to be active in our allyship with colleagues, be part of wider action for change supporting industry wide initiatives

ARTISTS & PARTNERS

- This document will be shared with all our freelance artists and collaborating organisations alongside our specific programme EDI Action Plan
- We will regularly audit our freelance artists, audiences and collaborators and actively foster relationships with new communities, groups and organisations who can bring different insights and experiences to our work
- Through partnerships and collaboration with communities and organisations we aim to create opportunities to train, mentor and develop individuals for whom opportunities in the theatre may have been hard to come by
- When undertaking recruitment for freelance artists we aim to ensure no applicant receives less favourable treatment on the grounds of age, disability, gender including transgender, HIV/AIDS status, marital status including civil partnerships, pregnancy and maternity, political opinion, race/ethnicity, religion and belief, sexual orientation, socio-economic background, work pattern

on the basis of having or not having dependents, or on any other grounds which are relevant to decision making. We will investigate appropriate methods to identify barriers for our freelancers including self-declaration.

- We will continue to operate as a “family friendly” organisation where flexibility and understanding around parental and caring roles is built into our schedules and planning throughout our programmes

AUDIENCES & COMMUNITIES

- We will continue to develop our work directly alongside children and young people to respond to and reflect their lived experience . Our development processes will always include community active engagement in the artistic shape of the work. We will continue to embed inclusion in the content of our work.
- Through partnerships and collaboration with communities, schools, and organisations we take positive steps to reach audiences for whom access to the theatre and creative experiences may have been limited or hard to reach
- We are committed to a culture of collaboration, embracing partnerships and long term, serious and sustainable engagement with communities

ACCESS

- We are a company committed to the transformative power of the arts and we will continually work to create access to and participation in the arts for children, young people, their families and carers, our artists, and collaborators and all our partners in a way which embraces the incredible diversity of the people of Scotland.
- This commitment means recognizing the barriers to access, which can include physical, financial, or attitudinal barriers, and actively working to remove them
- We are open, friendly, and welcoming and will provide an environment where artists, audiences and other collaborators enjoy a safe and positive environment
- Within our programmes of work, we undertake to hold workshops and R&D opportunities for artists from underrepresented groups to develop a relationship with the company

FAIR WORK

- Dirliebane Theatre Company fully supports the Fair Work principles of Effective Voice, Security, Opportunity, Fulfilment, and Respect. This support is illustrated by the following commitments within our organisation.
- **Effective Voice:** Our Letter of Agreement with all our freelancers commits Dirliebane to supporting Effective Voice within our organisation. For each project we will put in place an appropriate forum for the size of the project to support open dialogue and effective channels of communication. This includes contact information for our board member responsible for Effective Voice and point of call for raising concerns.
- **Security:** We commit to giving clear information about your contract with rates of pay and scheduling
- **Opportunity:** We commit to placing Equalities, Diversity, and Inclusion at the heart of our recruitment processes in line with our EDI Policy. We commit to working alongside our artists to fulfil flexible working with job role shares and family friendly scheduling
- **Fulfilment:** We commit to supporting our artists to reach their full potential within our organisation with creative freedom and access to training
- **Respect:** We commit to running an organisation where everyone is respected and listened to at their place of work.

PRACTICES & COMMITMENTS

- To ensure that Dirliebane Theatre Company's services are accessible to all, Dirliebane Theatre Company will follow these principles:
- Promoting a good and harmonious working environment in which all persons are treated with respect
- Preventing occurrences of unlawful direct and indirect discrimination, harassment, and victimisation
- Fulfilling all our legal obligations under the equality legislation and associated codes of practice
- Complying with our own equalities, diversity, and inclusion policy
- Publicity materials, publications, advertisements, events, workshops, and performances shall avoid language which presents a stereotyped, offensive, or detrimental view of any group or individual's background on any of the above grounds.

IMPLEMENTATION

- The Board and Artistic Directors have specific responsibility for the effective implementation of this policy but expect all who are engaged by the company to abide by the policy. We shall:
- Communicate the policy to all contributing parties
- Incorporate equal opportunities notices into general communications practices (eg announcements, AGM)
- Provide equality training and guidance as appropriate
- Ensure adequate resources are made available to fulfil the objectives of the policy.

MONITORING AND REVIEW

Regular monitoring of our services will take place to ensure that the equalities, diversity, and inclusion policy is implemented and effective. It will be reviewed annually and action taken as necessary.

COMPLAINTS

Any party who believes that they have suffered any form of discrimination, harassment or victimisation are entitled to raise the matter through grievance procedures which are based on the ACAS Code of Practice on Disciplinary and Grievance Procedures. All complaints will be dealt with seriously, promptly, and confidentially.

In addition to our internal procedures, parties have the right to further pursue complaints of discrimination following ACAS code of practice.

 [Acas Code of Practice on Discipline and Grievance \[341kb\]](#).

However, parties wishing to make a complaint will usually be expected to raise their complaint under our internal grievance procedure in the first instance. They should receive a copy of these procedures with their contract when engaged by the company.

Complaints from members of the public should be reported to a board member and will be dealt with seriously, promptly, and confidentially.

Board Member responsible for dealing with complaints is: **Mr Tim Licata - 07960492511**

This policy is reviewed annually. Last review **10th September 2023**