

Immediate Theatre

Equality, Diversity and Inclusion Statement and Objectives

Statement

As a community-based organisation, Immediate Theatre has long been committed to promoting equality, valuing diversity and being inclusive in all its work and to using our creative practice to challenge the inequalities that are part of our society and lead to the injustice we continue to witness.

Fundamentally, Immediate Theatre is committed to:

- Creating an environment where barriers to participation in any form are addressed.
- Diversity within its board, workforce and creative teams
- Reaching the participants and audiences most likely to find it hard to access arts opportunities.

As society's knowledge and thinking on equality and inclusion has progressed, Immediate Theatre too has refined its approach to these ideals. In this updated action plan, progress that has already been made is noted and gaps are identified where change can happen in the future.

Immediate Theatre is a small organisation so needs to set realistic goals going forward. This plan focusses on one or two objectives under each area where change is achievable. Good practice that already exists will of course continue and will be shared with the sector.

Immediate Theatre recognises the following benefits from an intersectional approach to diversity in its work:

- **Ethical:** ensuring equality for all is 'the right thing to do'.
- **Legal:** Immediate Theatre has a duty under the law to provide equal opportunities and prevent discrimination
- **Creative and cultural:** more diverse teams will create better work (the 'Creative Case for Diversity')
- **Societal:** an inclusive approach has benefits for our local communities
- **Commercial:** there are numerous financial benefits to creating work for wider audiences
- **Strategic:** a more diverse board and workforce will create a more resilient organisation

Protected characteristics, as defined by the Equality Act 2010 and the Equality Duty 2011, are: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex, and sexual orientation. As well as this list, class and socio-economic status are also recognised.

Area	Where we are now	Actions to take	Additional targets	Monitoring
<p>Youth programme participation & audiences</p>	<p>Our attendance from April 2019 – March 2020 shows that 83% of our registered attendees are from ethnically diverse backgrounds. 8% have disabilities. 68% are female and 32% male. The majority live in areas of high deprivation. This demonstrates that the company is engaging with young people less likely to access quality participatory arts activities. Audiences for sharings and performances are drawn from family & friends of participants and youth groups brought by partner organisations and reflect our participants demographics</p>	<p>Following the 2021 Census we will compare data in the areas we work in to ensure that we are not excluding specific communities.</p> <p>We are aware that we have a lack of participation in the 11-14 age group and have scheduled plans to increase engagement with this age group.</p>	<p>We are aware that we have low engagement from specific groups such as: Kurdish/Turkish community LGBTQ+ groups Recent migrants & refugees. We will look at planning specific programmes to engage these groups and other identified through research and set appropriate targets for the next 3 years.</p>	<p>Demographics to be monitored annually. Targets for engagement of new groups to be added to the Business Plan and reviewed twice a year.</p>
<p>Pathways to Employment participation</p>	<p>Our attendance shows that 86% are from ethnically diverse backgrounds. 24% have disabilities including mental health issues. This demonstrates that we are engaging with groups identified as needing additional support with accessing further education and training and those underrepresented in the arts industry.</p>	<p>We need to enhance data collection and develop a system for tracking participants beyond the programme to ensure our service has a sustained impact on all individuals. We need to ensure that we have strong partnerships with other local providers to provide support for those with complex needs.</p>	<p>In March 2022 we will carry out a review of participants in terms of age, ethnicity, disability, locality etc to set targets going forward.</p>	<p>Demographics to be monitored annually.</p>

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<p>Older People’s work participation & audiences.</p>	<p>Community projects are delivered with specific groups such as Caribbean Elders, Kurdish/Turkish women, to ensure that Hackney Social Radio and our overall programme is representative of Hackney’s diverse community. Current participation in our core groups is predominantly from the White British community and from a range of socio-economic backgrounds.</p> <p>Performances are provided in social clubs and sheltered accommodation and audiences are representative of the Hackney’s less affluent older demographic including a significant number of those with mobility and health issues.</p>	<p>Following the 2021 Census we will consider data for this age group and set appropriate targets for scheduled outreach work and performances working towards a more ethnically diverse core group by 2023.</p>	<p>Review potential for creating specific projects to bring older people from different demographics together to create new work.</p>	<p>Demographics to be monitored annually.</p>
<p>Marketing</p>	<p>Current Marketing reflects and is representative of the diversity of our participants. We focus on a range of topics through social media and encourage young people to get involved through Instagram takeovers. We are working with the Audience Agency to improve the reach of our older peoples work. Publicity is targeted at local audiences through promotional materials in areas where activity takes place and working in partnership with local community organisations to increase our reach.</p>	<p>We are creating a new marketing strategy to target those we're not currently reaching.</p> <p>We will increase use of social media and blogs to give platforms to people from all backgrounds and enable them to speak on issues that affect them; and expanding on the Instagram stories for events such as Pride and Black History Month to raise awareness.</p> <p>We will be using an AMA Accessible Marketing Guide to ensure all marketing is accessible to all.</p>	<p>See Marketing Strategy (tbc)</p>	<p>Marketing reach to be monitored alongside demographic of participants.</p>

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<p>Workforce</p>	<p>We have a robust recruitment policy to remove barriers to applying for jobs. All applicants complete equal opportunities monitoring separately from their applications, to ensure we are reaching a representative demographic.</p> <p>50% of our current core team of 16 salaried staff identify as having African diaspora, South Asian and mixed heritage backgrounds. We also support disabled staff through Access to Work.</p> <p>We employ young people as Peer Facilitators and our employability programmes provide support for participants to gain employment both at Immediate and across the industry, ensuring employees reflect the diversity of our attendees.</p> <p>Where possible we create entry level posts to give young people the work experience and support needed to develop careers in the arts and beyond. We offer training to all staff to improve career opportunities.</p> <p>Our youth freelance team is diverse, and representative of our participants.</p> <p>Equalities training is delivered for all staff, and discussions on diversity and issues such as Black Lives Matter held with core team and freelancers.</p>	<p>We will analyse application data to identify demographics of those applying and how we can target and encourage applications from unrepresented communities, including those with disabilities.</p> <p>We will introduce a monitoring form for core team to enable us to analyse the effectiveness of our recruitment policy and improve our understanding of who we are employing.</p> <p>We will look to promote job opportunities for working with our older participants more widely to attract an ethnically diverse pool of freelancers.</p> <p>Make diversity and inclusion a regular item on team meeting agendas alongside Safeguarding to ensure this subject is always on the agenda.</p>	<p>We will seek opportunities to support practitioners from underrepresented backgrounds by engaging in partnership work and identifying mentoring.</p>	<p>Demographics to be monitored annually.</p> <p>Recruitment data to be analysed after each appointment where possible.</p> <p>Employees and freelancers to complete monitoring on appointment.</p> <p>Review of minutes of team meetings.</p>

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Board	<p>The Board is ethnically diverse and inclusive of people with disabilities, has a range of people from different socio-economic backgrounds, ages, and genders, with a female chair.</p> <p>Trustees are representative of our participants and include ex-participants and parents of participants.</p> <p>Equality diversity and inclusion and how we are tackling inequality is discussed at Board meetings.</p> <p>Board development and recruitment is discussed regularly, with skills audits undertaken prior to recruiting new Trustees.</p>	<p>We will introduce a monitoring form for Trustees to improve monitoring of the diversity of the Board and identify any gaps in representation and lived experience.</p> <p>We will set targets for recruiting new Trustees to ensure we have appropriate experience and understanding at Board level.</p> <p>We will recruit through existing relationships, networks and local community organisations as well as advertising vacancies</p>	<p>Consider adding diversity and inclusion to regular Trustee's agenda.</p>	<p>All Trustees to complete the monitoring form on appointment. Demographics to be compared annually.</p>

Timeframe

Equality, diversity and inclusion are never 'done' as thinking and new opportunities develop continuously; this plan will be reviewed yearly.

Approved by board: May 2021

To be updated: May 2022