

DIVERSITY & INCLUSION POLICY

Introduction

At Blue Teapot Theatre Company, we recognise that there are existing barriers that prevent access to the arts for parts of our community. However, we believe the theatre can be part of a process for change, by creating a creative space that is inclusive, fostering equality and collaboration for our artists, students, employees, volunteers, board and audiences.

We believe that actions speak louder than words, so we are taking steps to examine every part of what we do and ensuring that our processes and policies are driven by our ambition for Blue Teapot to be a place of equal opportunity. We believe that change will happen through the opportunities we provide, the stories we tell and the culture we create.

Our commitments are to:

- Empower freedom of artistic expression and unlock diverse creative potential through inclusive theatre practice.
- Be inclusive to all our community, encompassing diversity of gender, marital status, family status, age, disability, sexual orientation, race, religion, membership of the Traveller community and economic status.
- Ensure that we recognise that disability is only one of the nine grounds of discrimination and that all grounds are considered and within all aspects of our business.
- Set targets within Blue Teapot's Diversity & Inclusion Action Plan and report on our progress annually.
- Seek expert advice and guidance, sharing our experience with others within the sector.

Our areas of focus are:

Productions & Participation - We will be inclusive, proactive and development-focussed, drawing on talent from the widest possible proportion of people.

We will put processes in place ensuring that we are making active choices and have fulfilled every opportunity to be representative, inclusive and diverse.

Equality of Opportunities - We will ensure that policies and safeguards are in place so that artists, students, tutors, job applicants or employees do not experience discrimination.

We actively encourage participants, applicants and audiences from diverse backgrounds.

We will ensure that all employees, freelancers, volunteers and artists, whether part-time, full-time or temporary, will be treated fairly and with respect.

We will continue to advocate for parity for intellectually disabled (ID) actors and students with non-ID arts workers within the sector.

Audiences and Public Engagement - We will collect and analyse data to better understand our audiences and review each theatre production through the prism of diversity and inclusion.

We will strive to provide access to members of our community that may not have the opportunities to engage in the arts by actively removing barriers and ensuring that their interactions with us are positive and affirming.

Partnerships and Collaboration - We will commit to a culture of collaboration; embracing partnerships and working relationships that inform and enrich both our artistic programmes and our operational approach.

Governance - We will continue to review and update all our policies and procedures to ensure that they are in line with our Diversity & Inclusion Policy as well as engage in and contribute too, sector wide standards and Codes of Behaviour.

We will create a Board which is skilled and supportive, that are committed to actively seeking new and diverse voices.

Funding - We will commit to diversifying our funding to support the broadest range of work while ensuring that this funding is compliant with our Diversity & Inclusion Policy and ethos.