

ALMEIDA THEATRE

ACTIONS FOR CHANGE: EQUALITY, DIVERSITY AND INCLUSION POLICY STATEMENT

STATEMENT OF INTENT

The Almeida is committed to being an inclusive and diverse organisation, representative of the community around us and a cultural home to all. We want everyone who works with us or visits us, to feel welcome and respected. And we want the imaginative work we present on stage to speak to the world we live in, with all its rich variety of voices and cultures.

We recognise there is always work to be done and we are committed to change which will see us become the inclusive and diverse organisation we aspire to be.

This commitment to equality, and to a company culture which treats staff, freelance artists and audiences equally and fairly, goes beyond the Almeida. We are committed to upholding these values in the wider industry and to playing our part in creating a sustainable future for a more equitable theatre industry in this country.

OUR PLEDGES

- 1. We will continue working to make the Almeida stage a more inclusive and representative programme.**
- 2. Our audiences of the future will be more representative of the residents of London and the community that surrounds us in all its diversity.**
- 3. We are building on our Participation opportunities for young people and our local community, as a proven and vital route into the Almeida's creative life and the wider theatre industry.**
- 4. Our culture and buildings will be welcoming and inclusive, and we will develop a team of staff and freelancers who are representative of the community around us.**

WHAT IS ACTIONS FOR CHANGE?

Actions for Change is the Almeida's strategy for equality, diversity and inclusion. It was launched in April 2021 with an initial three year plan and a new plan for 2024-27 is now in place. Through its Equality, Diversity and Inclusion Committee, the Board hold the organisation to account to deliver Actions for Change. The strategy comprises a set of actions and targets delivering organisational change across: Programme, Audiences, Young People and Community, and People and Culture. We have committed to maintain this focus in the long-term, including financial resource and staff time.

Our Actions for Change targets are based on the latest Islington equality data which captures the diversity of our local borough across protected characteristics and socio-economic background. In all four areas of activity, this is the minimum we aspire to achieve. For example, our ethnic diversity targets for improved representation of artists, workforce, participants and audiences are based on the local data of 38% of residents being from ethnically diverse backgrounds. All of our work is in line with the legal responsibilities set out in the Equality Act 2010.

WHO IS RESPONSIBLE FOR ACTIONS FOR CHANGE?

- The Almeida Board has an explicit commitment to equality, diversity and inclusion and specifically to being an anti-racist organisation. This is an on-going organisational priority and integral to artistic policy and business strategy. It is reported at each Board meeting.
- The Board has a dedicated Equality, Diversity and Inclusion Committee to provide expertise, advice and undertake more detailed scrutiny. Three trustees are members of the Committee and meet bi-monthly with the Executive team. Staff and Youth Advisory Board members join at alternate meetings.
- The Executive team (Artistic Director and Executive Director) is responsible for translating the policy into practice, through our Actions for Change strategy.
- Equality, diversity and inclusion are core responsibilities of all staff and are written into job descriptions. The Board and Executive hold ultimate responsibility for delivery across the whole organisation through the Actions for Change plan.
- Our freelancers will also be working with these organisational priorities and will receive this information when they join us, through the induction process. We recognise the important contribution they make to the wider theatre ecology and it is therefore important to us to invest in them as part of this plan.

HOW WILL WE KNOW ACTIONS FOR CHANGE IS WORKING?

- We have strengthened our accountability framework to provide more robust scrutiny of Actions for Change and regular interrogation of progress towards change.
- Our Equality, Diversity and Inclusion statement and Anti-Racism policy are published on our website in order to be public and transparent about our aims.
- We are improving data collection and analysis to help us understand progress towards targets.
- The senior team leads an annual audit and review progress every six months. The outcomes will be interrogated by the Equality, Diversity and Inclusion Committee and reported to the Board and Arts Council England.
- Accountability for the targets sits with the senior leadership team. Where targets are not met, we will ensure we understand the reasons and the barriers and review the actions in light of this.