

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.

So we can deliver this, we have been undertaking an in-depth review to understand and eradicate systems and structures which have perpetuated inequality. We recognise there is much work to be done but 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 in this country.

OUR PLEDGES

- 1. We are developing our artistic programme to make sustained change on the Almeida stage through greater inclusivity and representation of artists.**
- 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 change to be more 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 renewed strategy for equality, diversion and inclusion. Through its Equality, Diversity and Inclusion Committee, the Board is holding the organisation to account to deliver Actions for Change. The strategy comprises a new set of actions and targets delivering change across: Programme, Audiences, Young People and Community, and People and Culture. This strategy sets out the steps to deliver organisational priorities over an initial three years - April 2021 to March 2024. Some of our actions will take immediate effect whilst others will take longer to achieve. We have committed to maintain this focus in the long-term, including financial resource and staff time.

Our new Actions for Change targets are based on the Islington equality data (2020) 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 32% of residents being from Black, Asian and ethnically diverse backgrounds. Over 2020 we have prioritised the development of our Anti-Racist policy and pledges; from 2021 onwards we are undertaking further work to accelerate progress across other protected characteristics including the socio-economic background of our artists, workforce and audiences. 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 on and discussed in-depth 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. Staff and Youth Board members join at alternate meetings.
- The Executive (Artistic Director and Executive Director) is responsible for translating the policy into practice. In the period 2021 to 2024 this is 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. We are updating induction processes to familiarise our freelancers with our policy and practice. 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 more regular interrogation of progress towards change.
- Our Equality, Diversity and Inclusion statement and Anti-Racism policy are published on our website.
- We are improving data collection and analysis to help us understand progress towards targets.
- The senior team will lead a detailed annual audit which will review progress with a six month reflection point. The outcomes will be interrogated by the Equality, Diversity and Inclusion Committee and reported to the Board and Arts Council England. We will publish our data annually.
- 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.