

EQUITY, DIVERSITY AND INCLUSION POLICY

2018-2021



'Everyone has the right to freely participate in the cultural life of the community, to enjoy the arts and to share in scientific advancement and its benefits.'
Universal Declaration of Human Rights (Article 27:1)

COMPANY STATEMENT

Grid Iron is committed to producing exciting new ensemble work across Scotland and beyond in a variety of spaces and locations, with a special commitment to accessibility, entertainment and innovation. We operate a cross-disciplinary, collaborative structure that allows the involvement of artists and production crew from various media at all stages of the creative process. Grid Iron recognises the need for professionalism in business practice, an attitude embodied in the practical and artistic collaboration of producer and director.

Our Vision for Equity, Diversity and Inclusion (EDI)

Grid Iron is committed to creating, programming and supporting the development of work from a diverse community of artists, for a diverse audience in a variety of accessible forms. We are committed to a policy of equal opportunities in employment and integrated casting in which individuals are selected and treated on the basis of their relevant merits and abilities regardless of age, disability, gender reassignment, race/ethnicity, religion/belief or lack of any religion/belief, sex/gender, sexual orientation, pregnancy and maternity, marital/civil partnership status or socio-economic deprivation and are given equal opportunities within the company. Equality equals quantity, whereas equity equals quality. The aim of this policy is to ensure that no job applicant, employee, freelance worker, audience member, project participant or trustee receives less favourable treatment on grounds related to any protected characteristic; and will work to remove all barriers to equity of opportunity. Grid Iron monitors all recruitment processes and this policy is reviewed annually by the Board of Grid Iron.

Company Policy Statement

- Grid Iron is committed to new writing in Scotland.
- Grid Iron produces cross-disciplinary work which is exciting, innovative and accessible.
- Grid Iron creates a flexible structure, enabling scripts to be developed through workshops and rehearsed readings.
- Grid Iron has a commitment to providing opportunities for theatre workers early in their careers.
- Grid Iron aims to provide strong roles for women on and off stage.
- Grid Iron is committed to a policy of Equity, Diversity and Inclusion.
- Grid Iron is committed to equity of practice, ensuring fairness, impartiality and even handedness in our work.
- Grid Iron's policy and practice is that entry into employment with the company and progression within employment will be determined only by personal merit and the application of criteria which are related to the duties of each particular position. In all cases, ability to perform the job will be the primary consideration. Equity, access and inclusion are core values at Grid Iron.



We aim to promote equity, diversity and inclusion; and eliminate discrimination and harassment through:



- Opposing all forms of unlawful and unfair discrimination.
- Treating all job applicants, employees, freelance workers, audience members, project participants and trustees fairly and with respect.
- Advertising vacancies, where applicable, including a statement on equal opportunities and employing ITC's policy of integrated casting.
- Selecting for employment, training or any other benefit on the basis of aptitude and ability. Audition processes will ensure equity of opportunity by adopting multi-centre accessible venues. All selection/rejection decisions will be recorded.
- Helping and encouraging all employees and project participants to develop their full potential. The talents and resources of individuals will be fully utilised to maximise the efficiency of the organisation.
- Grid Iron is an ITC Ethical Manager and uses ITC/Equity and SSP contracts. Grid Iron is also accredited as a Living Wage Employer Scotland.
- All employees, freelance workers, project participants and trustees have a legal and moral obligation not to discriminate and to report incidents of discrimination against any individual or group of individuals to the Development Manager.

GOVERNANCE

The Trustees of Grid Iron will ensure that Grid Iron is an organisation in which everyone can fulfil their potential and make a distinctive contribution; a company where diversity is celebrated and where job applicants, employees, freelance workers or project participants can express their identities free from the threat of intimidation and that all are treated with dignity and respect.

Grid Iron's commitments through governance include:

- Equity, Diversity and Inclusion Policy being reviewed biennially by the Board of Trustees.
- Equity, Diversity and Inclusion Action Plan being reviewed annually by the board of Trustees.
- Ensuring that the Board of Trustees will reflect variety in all kinds of ways including life experiences, attitudes, skills, cultural diversity.
- The Board of Trustees taking responsibility for the production, monitoring, updating and implementation of Grid Iron's Equity, Diversity and Inclusion Plan. Also, monitoring the work done to ensure equity of opportunity in Grid Iron's operational processes.

GRID IRON EDI SWOT ANALYSIS



Strengths	Weaknesses
<ul style="list-style-type: none"> • Diverse Artistic Programme with specific focus (e.g. ethnic diversity – <i>Strange Tales (from a Chinese Studio)</i>, minority language – <i>Àirc/Hive</i>) • Track record of diverse casting (e.g. <i>Huxley’s Lab</i> 2010, <i>Leaving Planet Earth</i> 2013, <i>Letters Home</i> 2014, <i>Crude</i> 2016) • High standards of audience care and accessibility • High standards of employee care • Strong social media presence (Twitter and Facebook) • Equalities, Diversity and Inclusion Plan reviewed annually • Grid Iron’s senior management team is 100%female • Grid Iron’s artistic direction team are 50% female 	<ul style="list-style-type: none"> • Audience access (site responsive theatre – older buildings with difficult access) • Accurate audience statistics; especially with GDPR restrictions • New writing and devised work can be difficult to provide with BSL, captioning and audio described performances • Difficulty in finding fully accessible venues
Opportunities	Threats
<ul style="list-style-type: none"> • Work with strategic partners to produce best practice guidelines for audience data gathering • Collection audience statistics using box office, social media and mailing list information • Develop our use of interpreting, captioning, video and audio marketing • Provide strong roles for women both on and off stage • Develop relationships with diverse community groups • Ensure producer, director and production manager commit to EDI Policy to ensure equity of opportunity • Auditions to be held in multiple locations and accessible venues to increase access 	<ul style="list-style-type: none"> • Increased cost of providing physical access to difficult spaces • Increased cost and increased length of development/rehearsal time needed to provide signed, captioned and audio described performances • Difficulty in accessing or attracting skilled employees from groups with protected characteristics • Increased cost of auditioning outside Scotland, if necessary, to ensure diversity in professional and creative teams and casts

GRID IRON EDI ACTION PLAN 2018 – 2021 (revised annually)



Objective	Actions	Responsibility	Completion Date	Impact
1. Development of new emerging talent	<ul style="list-style-type: none"> a) Continue to link with schools and colleges to encourage and develop links with emerging talent through talks and visits by our Artistic Directors and Producer. b) Site specific production with STDN and the Pleasance Theatre Trust for 12 recent graduates of Scottish drama training. Direct engagement with 180+ students at country wide auditions/development workshops and tour. c) Director and Producer will carry out auditions in 4 venues; Edinburgh, Dundee, Glasgow and Ayr; to ensure access 	Producer	2018/2019	<ul style="list-style-type: none"> a) 5 visits per year by each of our Artistic team to colleges e.g. Edinburgh College; RCS b) Up to 16 graduates supported over 21 performances in Edinburgh and then taken to the University of the West of Scotland, Ayr c) Auditions will be open to a greater range of practitioners by taking the casting team to north, south, east and west of Scotland helping to address any economic barriers to auditioning.
2. Increase our provision of interpreted and accessible performances building on past successes; <i>Bingo!</i> and <i>South Bend</i> 2018	<ul style="list-style-type: none"> a) Approach each production with accessibility at the forefront of all production planning b) Ensure all venues are wheelchair accessible and have designated areas providing unrestricted views c) Provide captioned performances d) Provide BSL interpreted performances e) Provide BSL interpreted and audio marketing material via social media including, but not limited to, our website, Facebook and Twitter 	Producer	Ongoing	<ul style="list-style-type: none"> a) Accessibility to be addressed from the earliest planning and budgeting stages b) Wheelchair accessibility assessed at recce visits ensuring unrestricted views, providing equity of opportunity on 75% of performances c) 1 captioned performance per production d) 1 BSL interpreted performance per production e) All productions to have accessible marketing material providing equality of opportunity
3. Support gender balance in casts and production teams	<ul style="list-style-type: none"> a) Continue to ensure gender balance in cast and creative teams providing strong roles for women in all aspects of our work b) Continue to support parents by providing suitable accommodation and help with childcare costs 	Producer	Ongoing	Gender balance teams across all of Grid Iron's productions providing equity of opportunity
4. Support strong roles for women	<ul style="list-style-type: none"> a) Continue to build on ensuring strong roles for women both for full-time staff (currently 100%) and in freelance project staff. b) Predominantly female creative teams to interpret mainly masculine roles 	Producer	Winter 2019/2020	<ul style="list-style-type: none"> a) All female senior management team and strong representation on all creative teams b) <i>Strange Tales(from a Chinese Studio)</i> 2019

ADMINISTRATION



As with all company policies, Grid Iron's Board of Trustees conduct an annual review of this policy ensuring that the company is fully compliant with the legal requirements of the Equality Act 2010. This was undertaken by senior management and ratified by the Board of Trustees. The actions in the plan will be monitored by senior management on a regular basis and is reported back to the Trustees annually. All employees, freelance workers, project participants and trustees will be provided with a copy of our EDI policy and will be sent an EDI Monitoring Form on an annual basis which will provide information on gender, age, disability, sexual orientation and race/ethnicity. These are also available in Grid Iron's company handbook which is required reading for all employees.

Grid Iron's commitments in administration include:

- Reviewing the composition of the staff and analysing audience profiles whenever possible.
- Reviewing ticket prices so as not to discriminate on socio-economic grounds.
- Advertising vacancies, where applicable, including a statement on equity, diversity and inclusion.
- Reviewing annually, or when new legislation requires, the company's policies and staff handbook.
- Completion of the Annual Statistical Survey for Creative Scotland.



ARTISTIC DEVELOPMENT

Grid Iron is committed to creating, programming and supporting the development of work from a diverse community of artists, for a diverse audience in a variety of accessible forms. Grid Iron creates work that does not discriminate on grounds related to any protected characteristic (age, disability, gender reassignment, race/ethnicity, religion/belief or lack of any religion/belief, sex/gender, sexual orientation, pregnancy and maternity, marital/civil partnership status or socio-economic deprivation). Grid Iron is an ITC Ethical Manager.

Grid Iron's commitments throughout the artistic programme include:

- Equity of opportunity in casting and the recruitment of production and creative teams.
- Inclusion of performers from diverse backgrounds outside of the bounds of realistic, naturalistic or historically accurate casting (see ITC's policy of integrated casting below).

Integrated Employment

ITC's policy of 'Casting irrespective of skin colour or disability' was agreed in 1983 (and expanded in 1986) when it was seen as part of ITC's continuing work to develop equal opportunities and to translate them into action. It is intended to provide a practical and helpful framework for action that enriches and broadens the scope of the work produced by ITC companies.

Theatre is a powerful and very visual means of communication. The images of theatre reflect, and in turn affect, our society and our culture. and brings with it responsibility. As theatre practitioners we have a responsibility to reflect the multiracial and many faceted natures of our society and to break down

traditional barriers and restrictive attitudes based on age, disability, gender reassignment, race/ethnicity, religion/belief or lack of any religion/belief, sex/gender, sexual orientation, pregnancy and maternity, marital/civil partnership status or socio-economic deprivation.



- A prime objective when casting and the assembly of production and creative teams for a project should be for the company to reflect the composition of society as a whole in terms of race, sexuality, sex and disability.
- The principle criteria for selecting an individual should be the person's ability to fulfil the role/task(s) irrespective of his/her sex, sexuality, race or disability.
- Integrated casting should promote positive images and not perpetuate traditional stereotypes of race, disability, sexuality and sex. Writers, directors, designers and all those involved in the devising process should be made aware of their responsibilities in this respect, and wherever possible should encourage the extension of existing casting boundaries.
- Integrated casting must form part of an active equal opportunities policy and practice for the Theatre Company which should cover and influence: the programme of work; employment of all personnel; monitoring; recruitment policies; training; composition of the board of directors; marketing of and access to the product.
- In Creative Scotland's "Understanding Diversity in the Arts Survey Report" 2017 it was found that key barriers to career progression were:
 - 76% cited economic barriers
 - 68% cite lack of connections as a barrier
 - 56% cite gender; 44% of women cite gender; 12% of men cite gender; as a barrier
 - 50% cite ethnicity as a barrier
 - 43% cite disability as a barrier
 - 3% cite sexuality and sexual identity as a barrier

COMMUNICATION

Grid Iron recognises that it has sometimes failed to communicate the achievements we have made regarding Equity, Diversity and Inclusion and will rectify this to ensure that our message is more widely available to our employees, freelance workers, project participants and particularly our audience members.

Grid Iron's commitments through communication include:

- Our website to include our Equity, Diversity and Inclusion Policy.
- Using social media to promote events and how audiences can access opportunities.
- Using BSL promotional videos and audio flyers.
- Including an equity, diversity and inclusion statement on out-going email correspondence.



EDUCATION

Grid Iron will work with schools, colleges and universities to strengthen co-operation, develop skills and provide employment opportunities.

