

Inclusive Performing Arts CIC Equality, Diversity and Inclusion (EDI) Policy

1. Purpose and Commitment

Inclusive Performing Arts Community Interest Company is committed to creating an inclusive, diverse, and equitable environment for all individuals involved in our performing arts festival — including artists, audiences, staff, volunteers, and partners. We believe that the arts have the power to reflect and shape society, and we actively work to ensure our festival is welcoming, representative, and accessible to everyone.

2. Our Principles

We are guided by the following principles:

- **Equality:** Everyone has the right to be treated fairly and with respect, regardless of race, ethnicity, gender identity, sexual orientation, disability, age, religion or belief, socio-economic background, or any other characteristic.
- **Diversity:** We value and celebrate differences. A diverse range of voices, experiences, and artistic expressions enriches our festival and strengthens our community.
- **Inclusion:** We aim to remove barriers to participation and create spaces where everyone feels safe, heard, and empowered to contribute.
- **Equity:** We will aim to consider the specific needs of individuals and groups and as far as possible put measures in place to ensure all participants have an equal experience.

3. Scope

This policy applies to all aspects of our festival and connected work — including programming, hiring, recruitment of artists and volunteers, audience engagement, marketing, partnerships, and the use of spaces and facilities.

4. Our Commitments

We will:

- **Programming & Representation**
 - Actively seek out and platform artists from underrepresented communities.
 - Ensure diverse perspectives are included in curation, panels, and artistic leadership roles.
 - Avoid tokenism by meaningfully engaging with individuals and communities.
- **Recruitment & Staffing**
 - Promote inclusive recruitment practices for staff, volunteers, and collaborators.
 - Provide equal opportunities for training, development, and progression.
- **Access & Participation**

- Make performances and venues accessible to people with physical, sensory, and learning disabilities.
- Offer accessible communication formats (e.g., BSL interpretation, captions, audio descriptions).
- Provide low-cost or free events to reduce economic barriers.
- **Audience Engagement**
 - Use inclusive marketing language and imagery.
 - Work with community groups to broaden access and participation.
 - Collect and use feedback to ensure continuous improvement.
- **Training & Awareness**
 - Provide regular EDI training for staff, volunteers, and key stakeholders.
 - Create a culture where people feel able to speak up about discrimination or exclusion.
- **Accountability & Monitoring**
 - Set measurable diversity goals and review our progress annually.
 - Encourage and act upon feedback from all participants.
 - Take appropriate action when this policy is breached.

5. Responsibilities

Everyone involved in our festival is responsible for upholding this policy. Leadership and management have a particular duty to ensure EDI values are embedded in all decisions and practices.

6. Complaints and Reporting

We take concerns seriously. Anyone who experiences or witnesses discrimination, harassment, or exclusion is encouraged to report it. We will respond promptly, sensitively, and confidentially.

7. Review

This policy will be reviewed annually, or sooner if needed, in consultation with stakeholders and communities we serve.

Date: 18/07/2025

Signed by: Elise Gray

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