# Equity, Diversity and Inclusion Policy

A Company Member is defined a any employee, freelancer, volunteer, work placement individual or board member of Theatre Peckham.

## 1. MISSION

1.1. Theatre Peckham's vision is to build a genuinely representative and inclusive society, where everyone can participate in, lead, work in, and enjoy creativity and culture.

1.2. Our mission is to advance education for the public benefit through the promotion of the performing arts, in particular by widening the public's access to the performing arts, in so doing fostering greater creativity and inclusivity in society.

## 2. PURPOSE

2.1. We are committed to engaging our local community with a focus on supporting children and young people who are underrepresented in the creative industries. Through providing participatory arts training and uplifting emerging diverse talent we widen access to the arts for all. We recognise the detrimental effect of inequity on the cultural, social and political life of the nation.

2.2. Theatre Peckham believes that positive action must be taken against systemic discriminatory practices to ensure that any hidden or institutional discrimination is dismantled. This includes examining Theatre Peckham's own practices as a charity which aims to make the arts inclusive and accessible to all.

## 3. RESPONSIBILITY

3.1. We are all responsible for the promotion and advancement of diversity and inclusion at Theatre Peckham and in all interactions on the charity's behalf

3.2. Objectives related to fair and inclusive practices are included within all Company Member roles and will be reviewed on a regular basis.

3.3. Creating a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all Company Members are recognised and valued

3.4. We have appointed two Diversity Officer's on the Board of Trustees who will lead on Equity, Diversity and Inclusion and whose role is to actively drive the aims of this policy and any EDI implementation plans that are agreed by the board. Any issues that pertain to Equity, Diversity and Inclusion should follow the grievance procedure through which the appropriate Company Member will consult the support of the Diversity Officer's to resolve.

## 4. TRAINING AND DEVELOPMENT

We are committed to:

4.1. Integrating diversity and inclusion training into annual team away days and training and development plans for all Company Members.

4.2. Holding space for open conversations to discuss the nuances of our Company Members, developing a wider understanding of the steps we can take as an organisation and the areas of training required.

4.3. Listening to visiting and permanent workforce to hear ways we might improve our approach to EDI.

## 1. COMMUNICATION

We are committed to:

1.1. Ensuring communication imagery and graphics are inclusive and reflect the words within the documentation both externally and internally.
1.2. Ensuring that mainstream communications reinforce inclusive messages and become a part of day-to-day processes
1.3. Communicating and celebrating Theatre Peckham's successes in diversity.

## 2. MEASUREMENT

2.1. We will monitor the make-up of the workforce regarding information such as age, sex, gender identity, ethnic background, sexual orientation, religion or belief, and disability in encouraging equity, diversity and inclusion, and in meeting the aims and commitments set out in the equity, diversity and inclusion policy.
2.2. Monitoring will also include assessing how the equity, diversity and inclusion policy, and any supporting action plan, are working in practice, reviewing them annually, and considering and taking action to address any issues.
2.3. Equity, Diversity and Inclusion will be a standing agenda item on the Board meeting and will therefore be discussed on a quarterly basis.

## 3. WHISTLEBLOWING

3.1. The company's policy on whistle blowing can be found in the staff handbook. Employees are encouraged to read this policy which highlights mechanisms for reporting malpractice within the workplace. If Company Members have concerns about serious breach of the equity, diversity and inclusion policy, they should follow the process set out in the whistle blowing policy.
3.2. This policy applies to all Company Members, any questions or concerns should be raised with your line manager and/or the General Manager. If this is not appropriate for any reason, then please raise with the CEO/ Artistic Director.

## 4. FURTHER POINTS

4.1. This policy is fully supported by the Trustees and senior management team at Theatre Peckham.
4.2. This policy will be reviewed on an ongoing basis to reflect changes in the law, demographics, and organisational requirements.
4.3. The policy will be accessible on Theatre Peckham's website as well as You Manage for Employees of the organisation.
4.4. For further information please contact the Company Secretary, Amy@theatrepeckham.co.uk

| Version | Reviewed | By | Version | Reviewed | By |
|---|---|---|---|---|---|
| 1 | November 2024 | Amy Hubbard, Company Secretary | 4 | | |
| 2 | March 2025 | Carly Fernandez, Creative Administrator | 5 | | |
| 3 | | | 6 | | |