



Equality, Diversity, and Inclusion (EDI) Policy

1. Introduction and Mission Alignment

At Actcensible, equality, diversity, and inclusion are not just legal or organisational requirements - they are central to our mission. We exist to make drama and the creative arts more accessible to people who are typically left out due to disability, neurodivergence, health status, or social marginalisation.

We believe that the transformative power of the arts should be available to all, and that access and representation matter at every level of our work.

We actively challenge inequality and barriers that prevent people from participating in or contributing to the creative sector. Through this policy, we commit to building inclusive practices into our governance, operations, programming, recruitment, and public engagement.

2. Our Commitment

We are an equal opportunities organisation committed to accessibility, anti-ableism, and intersectional inclusion. We will not discriminate against any person on the grounds of:

- Age
- Disability
- Sex or gender identity
- Race or ethnic origin
- Religion or belief
- Sexual orientation
- Marital or civil partnership status
- Pregnancy or maternity
- Caring responsibilities
- Socio-economic background
- Neurodiversity or mental health status

We particularly welcome applications for roles from individuals who have lived experience of exclusion, including disabled people, neurodivergent individuals, and people from global minority communities.

Applications for jobs and freelance opportunities are sought from anyone who is suitably qualified and experienced, and we actively encourage interest from those with lived experience that aligns with the communities we support.

We are exploring formal recognition under schemes such as Disability Confident, as a step towards building more visible, measurable, and sustained inclusion across our workforce and leadership.

3. Recruitment and Workforce Inclusion

We strive to embed inclusive recruitment practices that remove barriers and widen access to opportunities:

Job and volunteer descriptions will include inclusive language and clearly state that applications are welcomed from underrepresented groups.

All applicants will be considered based on merit, relevant skills, and lived experience.

We will make reasonable adjustments during recruitment and onboarding.

All roles, including trustee, staff, volunteer, and freelance positions, will be promoted via inclusive networks.

Panel members will receive EDI and anti-bias training.

We aim to ensure that our freelance workers and volunteers are as diverse as the communities we work with.

Lived experience of disability, chronic illness, or marginalisation will be considered valuable, not incidental.

4. Representation in Programming and Content

We believe in the value of diverse stories, creative expression, and performance. Our creative programming will reflect:

- A variety of lived experiences, voices, and cultural perspectives
- The inclusion of disabled artists and neurodivergent creatives at all stages of production
- Accessible formats and inclusive storytelling practices (e.g. sensory-friendly performances, BSL interpretation, relaxed environments)

We will work collaboratively with individuals and organisations from diverse communities to ensure authentic representation.

5. Inclusive Environments and Practice

We will actively foster inclusive environments in all our activities. This includes:

- Physical access to venues, rehearsal spaces, and performance sites
- Emotional and psychological safety for participants and staff
- Inclusive communication methods, including Easy Read, plain language, and visual supports
- Cultural humility and trauma-informed practices

We recognise that creating inclusive environments is an ongoing process. We will regularly review our spaces, materials, and protocols for accessibility and safety.

6. Anti-Discrimination and Zero Tolerance

We operate a zero-tolerance approach to harassment, bullying, discrimination, and victimisation. All members of our community are expected to:

- Treat others with dignity and respect
- Listen and respond appropriately to feedback
- Challenge discriminatory behaviour
- Report concerns to management or the Designated Safeguarding Lead

Complaints of discriminatory behaviour will be investigated fairly and in accordance with our grievance procedures. Support will be made available to affected individuals.

7. Monitoring and Accountability

We will collect anonymised data on diversity within our staff, volunteers, and participants where appropriate and consented. This information helps us:

- Identify gaps in representation
- Assess the impact of our inclusive policies
- Inform future planning and outreach

Our board of trustees will review this policy annually. Accountability for implementation sits with the Artistic Director and senior leadership, but all staff and volunteers are responsible for upholding our EDI values.

8. Partnerships and Outreach

We will work in partnership with like-minded organisations to share learning, amplify marginalised voices, and develop inclusive practice. This includes:

- Partnering with disability-led, LGBTQ+, or racially diverse organisations
- Offering co-creation opportunities and advisory input to those with lived experience
- Prioritising outreach to seldom-heard communities and support groups

9. Language and Identity

We respect the right of individuals to define their own identities and will use inclusive, respectful language in all our communications. This includes:

- Using people-first or identity-first language as preferred by individuals
- Avoiding assumptions and stereotypes
- Ensuring all content is accessible and representative

10. Safeguarding and Inclusion

We recognise that safeguarding and inclusion are interlinked. We understand that individuals who face systemic exclusion may also face increased safeguarding risks. As such:

- We expect all staff and volunteers to share our commitment to safeguarding and inclusion
- Successful applicants will undergo relevant safeguarding checks
- Inclusion will be considered a safeguarding measure, not an afterthought

11. Statement for Recruitment

Actcessible welcomes applications from all suitably qualified and experienced individuals and particularly encourages those with lived experience of disability, neurodivergence, chronic illness, or other marginalisations to apply.

We are an equal opportunities employer and committed to creating an inclusive environment for all staff, volunteers, and artists. We expect everyone who works with us to uphold our values of dignity, accessibility, and equity. Successful applicants will be required to complete relevant safeguarding checks.

12. Review and Approval

This policy will be reviewed annually and updated in line with new legislation, best practice, or significant organisational developments. It will be publicly available and regularly communicated to trustees, staff, volunteers, and collaborators.

This document was adopted by the Actcessible Board of Trustees on: 28/07/2025

To be reviewed annually or as needed.

Signed (Trustee):  _____

Name: James Michael Dean

Date: 28/07/2025

