

Gate Theatre Equal Opportunities Policy



Statement of intent

At the Gate Theatre, we want to make theatre that is a vital life force in our community and are committed to promoting theatre as an activity for all, making it is accessible to as many people as possible. We believe that diverse teams make for better conversation, better insights and better work. We continually interrogate all aspects of our company to ensure we are as inclusive as we can be, both as an employer, and a place to visit as an audience.

We are committed to eliminating discrimination and encouraging diversity across all the areas of our work. Our aim is that our workforce will be truly representative of all sections of society and each employee feels respected and able to give of their best.

To that end the purpose of this statement, and our Equality Action Plan (which is held as part of our Business Plan 2018 - 2022), is to provide equality and fairness for all in our employment and not to discriminate on grounds of gender and gender reassignment, marital or maternal status, race (including nationality and national origin), disability, sexual orientation, religion or age. Encouraged by Arts Council England, we are also committed to promoting equality across differing socio-economic groups.

Every employee is entitled to a working environment that promotes dignity and respect to all. We oppose all forms of unlawful and unfair discrimination.

All employees, whether part-time, full-time or temporary, will be treated fairly and with respect. Selection for employment, promotion or any other benefit will be on the basis of aptitude and ability. All employees will be helped and encouraged to develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the effectiveness of the organisation.

Our commitments:

The Gate will -

- Create an environment in which individual differences and the contributions of all our staff are recognised and valued.
- Widen our networks for recruitment, to meet and reach out to the widest possible range of candidates for every role we recruit.
- Provide a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
- Make training and development opportunities available to all staff.
- View equality in the workplace as good management practice which makes sound business sense.
- Review all our employment practices and procedures to ensure fairness.
- Ensure that the language we use is always abreast with social change.
- Regard breaches of our equality policy as misconduct which could lead to disciplinary proceedings.
- Monitor and review this policy annually, and the value of this policy lies not merely in its intention but in its practical delivery.

The Senior Management are responsible for implementing and monitoring the effectiveness of the policy, the Board is accountable for the policy, and it is the duty of all the staff to promote equality of opportunity. Each member of the company has responsibility for their own compliance. The Gate

Theatre and its Board, both as an employer and a provider of services, has an awareness of its responsibilities under the Equality Duty 2011 and Equality Act 2010.

Equality Action Plan

We continually interrogate all aspects of our company to ensure we are as inclusive as we can be, both as an employer, and a place to visit as an audience. Our ambition is that the Gate reflects the diversity of our city on our stage, in the artists we work with and in our staff team and Board.

Promoting Equality, Diversity and Inclusion is intrinsic to our work and practice. The actions outlined below are woven throughout the Gate's Business Plan in accordance with six main objectives. These objectives support the Gate to contribute to the Art's Councils Creative Case for Diversity, with the view to achieving an annual rating of "Strong" against Creative Case criteria, year on year.

Objectives

a) Programme work that tells international stories, delivered by a diverse range of artists

We will -

- Invite the most exciting talent to make work with us
- Tell international stories
- Engage a diverse range of artists
- Identify the best new talent – from UK and internationally
- Support artists to make their best work by offering fully resourced production opportunities

b) Ensure that our work is accessible to the widest possible audience, meeting the Arts Council goal that *"everyone has the opportunity to experience and be inspired by great art & culture"*

We will -

- Maintain and deliver our Audience Development Plan with the objective to grow our audience, and specifically to engage hard to reach audience members from the following target groups –
Young People (Under 25's)
Local audiences (North Kensington)
Access users (specifically captioned and visually impaired audiences)
- Schedule a Captioned Performance and produce Audio Described notes for every production
- Host at least one public workshop per production, offering an insight into the artistic process and programme for an open audience
- Host an open access post show discussion for every Gate production
- Deliver a skeleton Young Associates programme, with the ambition that 75% of its members are recruited from RBKC (specifically North Kensington) by the end of 2020
- Fundraise to increase our access workshops, offering one workshop per production exclusively for local charity partners, enabling us to reach audiences who may otherwise not be able to attend the Gate or feel that theatre is for them
- Fundraise to run dedicated one dedicated community project per year
- Improve Accessibility to the Gate's work through digital means
- Continue to identify how we can address access issues in our spaces, including the introduction of a stair lift in 2018/19
- Update our hearing loop system for deaf and hard of hearing audiences in 2018/19

c) Strive to ensure that our network of artists reflect the diversity of London by continuing to diversify our creative teams, Associate Artists and Alumni Artists

We will -

- Maintain an open access recruitment process for Assistant Director and Design Assistant posts
- Continue to support Gate Alumni Artists as they progress their careers – offering space, time and mentoring resource
- Continue our commitment to paying ITC/Equity minimum to Actors & Stage Managers
- Continue to review our creative team fees to ensure they are in line with other small-scale theatres, with the aspiration to meet ITC standard fees for Directors & Designers by 2020
- Pay all junior creative team members at minimum the London Living Wage to enable emerging artists to make work with us (including Assistant Directors and Design Assistants)
- Ensure that our working conditions and expectations meet or exceed the minimum standard set out by the ITC

d) Ensure that our staff team and Board reflect the diversity of London, develop appropriate recruitment strategies / practice to support this

We will -

- All permanent job vacancies will be advertised, utilising recruitment networks to support our ambition to diversify our workforce
- Strive to be an Equal Opportunities employer, tackling the issue of physical access to our spaces as a key area that prevents us fulfilling this ambition
- Fundraise to support paid-internships, filling the recruitment model that Creative Access supported and providing 3-month training posts for young people from BAME backgrounds
- Conduct a working culture review, resulting in a clear management behaviours framework, to ensure that all staff are able to enjoy a supportive and energising working environment, in line with our Equal Opportunities Policy
- Invest in staff training opportunities, to enable our staff to grow in their roles both in the organisation and as future industry leaders
- Hold an annual Staff Away Day as a touchpoint for our progress against our business plan and review of how we are working against our management behaviours framework and values
- Increase the number of volunteer ushers working with us, providing wider training opportunities to enable these volunteers to move into our front of house paid roles
- Play an active role in industry networks, such as London Theatre Consortium and What Next?, to stay close to sector initiatives and issues that relate to our own organisation goals (such as diversity, workforce development and sustainability)
- Undertake Trustee recruitment in 2018/19 with a focus on recruiting a specialist in diversity and access in the arts or local community partnerships and outreach work

e) Continue our work in advancing gender equality in the theatre

We will -

- Include our Director contract appendix, stating our rule to “never again have an all-male creative team at the Gate”
- Join the Tonic Advance Network, taking part in this wider sector initiative designed to review best practice and improve gender representation across the industry

Furthermore, we aspire to –

f) Implement flexible hours for working parents, particularly during tech weeks

We will -

- Review the structures of rehearsal and technical periods, to enable more flexible arrangements for working parent