



Equality and Diversity & Inclusion (EDI) Policy

This policy applies to the Crescent Theatre Birmingham, its board of trustees, staff and membership.

The Crescent Theatre is an amateur dramatics community theatre group that is made up of members who take an interest in theatre, acting, directing and the many sections of production that it takes to get a show up, these members will pay a small annual fee for membership and this is open to all over 16 years old regardless of background, socio-economic status, physical attributes and protected characteristics*, which include; race, colour, nationality, ethnic or national origin, gender, marital or civil partner status, pregnancy or maternity, sex or sexual orientation, age, disability and religion or belief. We also have paid staff who work within the building and a board of trustees which includes a diversity officer.

The Crescent is one of Birmingham's oldest theatre companies, operating from a purpose-built theatre in the Brindley place development. Our theatre has a 300+ seat main house, 100+ seat studio theatre, rehearsal rooms and spacious bar.

We stage up to 15 high quality productions a year ourselves and host numerous other companies, small and large, offering a wide variety of productions. We aim to take into consideration equality, diversity and inclusion in all the work that we do.

We have appointed a Diversity Officer to the Board of Trustees who will lead on Inclusion, Equality and Diversity and whose role is to actively drive the aims of this policy and our EDI implementation plan that has been agreed by the board and developed in consultation with the membership. Any issues that pertain to Inclusion, Equality and Diversity can be directed to the appointed Diversity Officer or any other board member as you see fit.

Our EDI Mission Statement

The Crescent Theatre wants to proceed as a diverse and inclusive organisation, accessible, welcoming and truly representative of the population of Birmingham and our neighbouring towns, offering equality of opportunity to our current and potential audiences, staff and membership.

Our EDI Vision

The Crescent Theatre, led by a Board of Trustees of elected members, appreciate and understand the value of theatre as an important tool for physical and mental wellbeing, and the power of the platform for discussion and change.

We believe that the only way for the theatre to maintain a position at the heart of the community, is to ensure the community is put at the heart of the theatre.

We are uniquely positioned as a theatre to bring our community together to experience the wide-ranging benefits of theatre and performance. Our vision is to create an inclusive and diverse space where everyone feels welcomed, included and listened to. Our role must be to provide a safe, social and inclusive space, giving people with different backgrounds and experiences opportunities to learn from one another, forge new friendships all whilst learning and developing new and existing skills linked to theatre.

Our EDI Commitment

We welcome and value the diversity of our current members, audiences and creatives and believe everyone has the right to be treated fairly, equitably and with respect.

As a commitment to ensuring further Inclusion, Equality and Diversity of our membership, audiences and staff, we have identified three key objectives that we want to deliver on as part of our EDI implementation plan for The Crescent Theatre

These are as follows:

- ❖ **Creative Objective** - With a diverse membership, we will ensure the Crescent Theatre creates high-quality, engaging entertainment that is honest, reflective of and rewarding for its audiences and members. A diverse membership will also allow us to deliver a diverse selection of plays and musicals. We recognise that a diverse representation in our membership, staff body and board of trustees will ensure the theatre can continue to be effective, adaptive and resilient when moving forward and can continue to grow and stay relevant.

- ❖ **Business Objective** – Since the Crescent Theatre was formed nearly 100 years ago, audiences and society as whole has changed and we want to reach the audiences and members of today and the future, we also recognise that our loyal supporters of many years and companies that use us for hire will continue to expect best practice in diversity and inclusion. We want to ensure our marketing and communications reach far and wide and is inclusive in its messaging.

- ❖ **Moral Objective** - Creating a diverse and inclusive community of members and audiences has always been important to the Crescent Theatre but has been made a priority since the appointment of a Diversity Officer on to the Board of Trustees in 2021. It is important to us that we continue to review and improve our processes and practices in order to understand the needs of our membership audiences and staff and ensure best practice.

Our EDI Expectations

- ❖ **Anti-Discrimination** - The Crescent Theatre does not accept discrimination**, victimisation, bullying or harassment in all its forms, including physical, verbal, written and online, towards any of its members, creatives audiences or staff and will treat all instances of discrimination**, victimisation, bullying or harassment extremely seriously. The theatre will not discriminate or in any way treat anyone less favourably on the grounds of any protected characteristics*. Please see our behaviour document for further information (insert link)
- ❖ **Equality of Opportunity** - We acknowledge that some casting decisions are based on requirements of a script and we will work with the rights holders when relevant to achieve equality of opportunity. However, equality of opportunity does not just apply to casting decisions. We will aim for equality of opportunity when seeking new members, new board members, creative teams, backstage and front of house volunteers. When appropriate, we will take positive steps to meet the needs of underrepresented communities, especially when making invitations to our events and productions.
- ❖ **Equality of Access** - The Crescent Theatre will try to meet the access requirements of all our members, audiences, staff and creatives. We aim to ensure that our meeting, rehearsal, and performance spaces are accessible to all, including wheelchair users. We can produce papers and scripts in large fonts for those with visual impairments, we can also provide large font copies or audio versions of our policies upon request. Although you are not required to tell us about a disability, If you are disabled, become disabled, or have any other specific additional needs we encourage you to tell us about your condition and requirements so that we can consider what other reasonable adjustments or support that may be appropriate to put in place and ensure your safety whilst in our building.

Our EDI Joint Pledge

In order to enact and maintain effective transformational change with regards to Equality Diversity and Inclusion the Crescent Theatre expects all members and staff to join us in taking the following pledge:

- ❖ I will value all members of the theatre, audience members, staff and visiting companies irrespective of background, socio-economic status, physical attributes and protected characteristics*
- ❖ I will treat everyone fairly and with respect
- ❖ I will recognise and value the individuality of members of the theatre and ensure individual members receive any necessary support to participate in and access all opportunities that membership of the theatre provides
- ❖ I will make reasonable efforts and adjustments to remove barriers for individuals that may prevent them from participating in events, meetings, productions and performances
- ❖ I will make reasonable efforts and adjustments to remove barriers for individuals that may prevent them from volunteering to be a part of the backstage and production sections. However, we recognise that backstage is an area in which safety is paramount and detailed risk assessments will inform us of the safest working arrangements and the most suitable and appropriate roles for individuals to undertake.
- ❖ If instances of discrimination** are witnessed towards a member of the theatre or a member of staff, this MUST be reported to the Board of Trustees
- ❖ All existing members and employed staff should encourage the promotion of the theatre as an Inclusive and accessible community

NB: ***Protected Characteristics** include race, colour, nationality, ethnic or national origin, gender, marital or civil partner status, pregnancy or maternity, sex or sexual orientation, age, disability and religion or belief. (Equality Act, 2010).

****Discrimination** is defined as “The unjust or prejudicial treatment of an individual or group because of their protected characteristic/s*.” It is against the law to discriminate against anyone because of their age, disability, gender, race, ethnicity, marital or civil partner status, pregnancy or maternity status, religion or belief, sex or sexual orientation, as detailed in the Equality Act (2010).

Resources used to draft this statement:

<https://www.equalityhumanrights.com/en/equality-act>

<https://www.gov.uk/government/publications/equality-act-guidance>