



## Equality and Diversity Policy

The Barons Court is committed to dismantling inequality within the theatre industry.

Opening access, creating opportunities, and diversifying the artists and audiences we welcome to the Barons Court Theatre are core strategic aims led by the Artistic Director and Executive Producer and at the heart of our programming, artist development and community work.

The Barons Court Theatre management strives to prevent identify, prevent, and stop discrimination to ensure that no person receives less favourable treatment due to their:

- age,
- disability,
- gender,
- marriage and civil partnership,
- pregnancy or maternity status,
- race,
- religion and belief (or lack thereof),
- sex and sexual orientation

- educational background
- refugee status
- economic background
- migrant status and/or native language

We believe that the case for diversity is also a case for creativity. As a working class, migrant-led theatre, we aim to be as inclusive and transparent in our practices so our theatre is a place for all to feel welcome in our community.

In order to ensure that our services are accessible to all, the we work to follow these principles:

- Financial transparency with all artists and audiences with a commitment to keeping costs as inexpensive as possible to encourage access to theatre across socio-economic backgrounds.
- Productions with lived experiences from underrepresented minority groups are actively supported to ensure representation from those groups, for example productions with neurodivergent, transgender, refugee, migrant, and/or disabled characters should include those voices within their creative teams and onstage.
- Widening our networks for recruitment, to meet and reach out to the widest possible range of candidates for every role we recruit using industry tools as well as thinking outside of traditional theatre recruitment routes to diversify who we reach for roles.
- Rethinking rehearsal practices to make them more accessible to parents, carers, and working class creatives
- Providing a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
- Striving to ensure that our network of artists reflect the diversity of London by continuing to diversify our creative teams, Associate Artists and guest artists
- Supporting

We commit to these principles by enacting the following:

- 1) Actively programming work that reflects and embraces the rich cultural diversity of London, and the global citizens who live and work here, by diversifying our creative teams, Associate Artists and audiences.
- 2) Ensuring that our working conditions and expectations meet or exceed the minimum standard set out by the ITC

- 3) Supporting productions to fundraise and use financial models that aim to pay artists fairly
- 4) Committing to a culture of collaboration; embracing partnerships and working relationships which enrich both our artistic programme and our operational approach
- 5) Providing artists with avenues of appeal for support that are clearly documented within their contracts, along with our code of conduct.
- 6) Monitoring and reviewing this policy annually, and the value of this policy lies not merely in its intention but in its practical delivery.