

Equality, Diversity and Inclusion Statement

Reviewed and Approved by the Board 28/10/25

Immediate Theatre Equality, Diversity and Inclusion Statement

As a community-based organisation, Immediate Theatre has long been committed to promoting equality, valuing diversity and being inclusive in all its work and to using our creative practice to challenge the inequalities that are part of our society and lead to the injustice we continue to witness.

Fundamentally, Immediate Theatre is committed to:

- Creating an environment where barriers to participation in any form are addressed.
- Diversity within its board, workforce and creative teams
- Reaching the participants and audiences most likely to find it hard to access arts opportunities.

As society's knowledge and thinking on equality and inclusion has progressed, Immediate Theatre too has refined its approach to these ideals. In this updated action plan, progress that has already been made is noted and gaps are identified where change can happen in the future.

Immediate Theatre is a small organisation so needs to set realistic goals going forward. This plan focusses on one or two objectives under each area where change is achievable. Good practice that already exists will of course continue and will be shared with the sector.

Immediate Theatre recognises the following benefits from an intersectional approach to diversity in its work:

- **Ethical:** ensuring equality for all is 'the right thing to do'.
- **Legal:** Immediate Theatre has a duty under the law to provide equal opportunities and prevent discrimination
- **Creative and cultural:** more diverse teams will create better work (the 'Creative Case for Diversity')
- **Societal:** an inclusive approach has benefits for our local communities
- **Commercial:** there are numerous financial benefits to creating work for wider audiences
- **Strategic:** a more diverse board and workforce will create a more resilient organisation

Protected characteristics, as defined by the Equality Act 2010 and the Equality Duty 2011, are: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex, and sexual orientation. As well as this list, class and socio-economic status are also recognised.