

EQUALITY, DIVERSITY, AND INCLUSION POLICY (Dec 2025)

Introduction

Innovation and new voices are at the heart of Bingley Little Theatre and our Arts Centre. Opening access, being representative of the local population, and diversifying talent are core to our organisation's values. Our core processes and policies are driven by the aspiration for the Arts Centre and The Theatre Upstairs to be proven places of opportunity for all, with diverse productions and renewed, inclusive public engagement.

Artistically, our mission is to actively seek out, mentor, nurture and place in our performance spaces writers and artists from the widest possible pool of talent to ensure that their work reaches audiences across the locality and the Bradford district.

Operationally, as a member of the Little Theatre Guild, working in a regional and national context, our mission is for a staff and volunteer team that represents Bingley and the wider Bradford district, encompassing diversity in race, ethnicity, faith, disability, gender, class and economic disadvantage.

Diversity is a key consideration in artistic and organisational planning. Consequently, all staff and volunteers are encouraged to take responsibility for furthering the aims defined in this document within their own areas and departments. We ask all stakeholders to sign up to this ethos, as individuals and as an organisation, and to commit to furthering diversity both within our company and beyond it, into the wider theatre and arts arena.

This document outlines our guiding principles regarding diversity and representation within our organisation. We ensure that we achieve our aspirations, through an Equality Action Plan, created in discussion with all stakeholders, and evaluated annually against key performance indicators, based on a range of qualitative and quantitative data. This is a live document which is reviewed and updated regularly and shared with the whole BLT team and the wider team in the Arts Centre.

Creative Case for Diversity

- We are outward-looking, inclusive, long-term, and development-focused – futureproofing ourselves by drawing talent not from the small proportion whose contacts, social mobility, opportunity - ease them into a theatre/arts setting, but from the widest possible proportion of people for whom volunteering in the theatre or attending an arts event may not have been considered.
- In the commissioning and development of productions, including the casting process, we will take all available steps to ensure companies are as diverse as possible and appeal to a wide range of audiences.
- We test our decisions throughout the process to ask if we have made enough active choices and fulfilled every opportunity across any project to be as representative, open and diverse as we can be.
- We foster, and sustain, relationships with practitioners who can bring new perspectives and new methods of working
- A culture of learning and progression is supported by rigorous and constructive evaluation for each project and an ongoing review process for organisational and operational systems which support our work

Equal Opportunities

- Bingley Little Theatre is an equal opportunities employer. It aims to ensure that no job applicant or employee receives less favourable treatment on the grounds of sex, race, colour, nationality, disability, ethnic or national origins, class, marital status, civil status, sexual orientation, gender re-assignment, age, trade union activity, political or religious belief. Selection criteria and procedures will be kept under review to ensure that individuals are selected, promoted, and treated on the basis of their relevant merits and abilities. Improved advertising style and recruitment methods are reviewed regularly via the safer recruitment policy.
- The Trustees, Artistic Director and Chief Operating Officer are jointly responsible for promoting the company's approach to continually improving all aspects of diversity for members, volunteers, staff, audiences and users. However, it is the responsibility of all BLT members and Arts Centre volunteers to ensure this policy is upheld

Leadership and Workforce Diversity

- We embrace diversity of experience and thought, and we seek to cultivate leaders and volunteers within our organisation, as well as providing high-quality training opportunities
- We look outside of the BLT season to encourage Arts Centre users from the visual arts, music, dance, opera, fringe theatre, and special interest volunteer/support groups, whose perspectives and systems can help change us and make us better
- We identify key national research that might enrich us and further our aims
- Through trainee and apprentice schemes we aim to create entry level opportunities to mentor and develop staff and volunteers from the widest pool, encouraging those for whom opportunities in an Arts setting may have been hard to come by and supporting them across all departments to fulfil their potential
- We will review, refresh and revise our recruitment/membership
- procedures and practices to ensure we are reaching and attracting a team who will bring to us a diversity of background and experience alongside their relevant skills

Audience Development and public engagement

- Each campaign for each production/event will be viewed through the prism of diversity
- We will foster a culture of simultaneously attracting new audiences and encouraging repeat attendance and loyalty through a careful choice of programme
- We will seek to broaden our reach, using digital strategies alongside traditional marketing and personal contact, reaching out to all sections of our society
- We will be rigorous in collecting and analysing data and get to know our audiences
- We will strive to make our building and our performances as accessible as possible and audit this regularly. We want to be open, friendly and welcoming and provide an environment in which audiences, artists and volunteers come together to make and experience the best theatre and arts

Partnerships and Collaborations

- We are committed to a culture of collaboration; embracing partnerships and working relationships which enrich both our artistic programme and our operational approach

Governance and Board Development

- The Trustees will review their roles and their work regularly against a strategic action plan, to ensure the Trustees and operational board are skilled, supportive, and engaged as well as diverse
- Annual general meetings enshrine an election process for Trustees, as per the constitution, to ensure we can harness new voices and energies
- We are committed to diversifying our funding base to support the broadest range of work across the Arts Centre

This policy will be reviewed bi-annually, and amendments approved at a meeting of the Trustees.