

## **Equality, Diversity and Inclusion Policy**

This is for the benefit of everyone directly and indirectly involved with Primary Shakespeare Company — members, volunteers and other individuals associated with the organisation. It applies equally to each of these individuals.

The Primary Shakespeare Company aims to encourage participation and audiences from all sectors of the community and we are committed to enabling people of different abilities and backgrounds to join together on our projects.

- The Primary Shakespeare Company recognises that discrimination of various kinds exists within the community.
- The Primary Shakespeare Company aims to promote and advance equal opportunities in recruitment, management, employment, provision of services and programme delivery.
- The Primary Shakespeare Company aims to provide equal opportunities to all regardless of creed, race, gender, ethnic background, sexual or gender orientation, record of conviction, HIV status, marital status, caring responsibilities, disability, social background or age.
- No individual or sector will be discriminated against on the basis of the above characteristics.

*‘The arts are an expression of our identities, our histories, and our imagined futures. Art inspires and provokes us, fascinates and moves us.’*

Maureen Kennely, Director of Arts Council, Ireland

The Primary Shakespeare Company actively promotes equality, diversity, and inclusion in the work that it creates and delivers. The whole purpose of founding the charity was to give equal and universal access of the arts to children, regardless of creed, race, gender, ethnic background, sexual or gender orientation, disability or social background.



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We strongly believe that our educational arts programmes should reflect the society we live in and that it is our job to engage and inspire children and their wider community to get involved in and create through the arts. The Primary Shakespeare Company aims to advance equality of opportunity by removing or minimizing disadvantages suffered by people that are connected to a particular characteristic they have (e.g. pupils/teachers/practitioners with disabilities) and using the arts to encourage people who have a particular characteristic to participate fully in all our activities

We believe that our current programmes, at the point of delivery, are inclusive and accessible for all the children who participate. However, we also recognise there are many strands in our organisation and that to achieve genuine equality, diversity and inclusion is a continuing piece of work which will take time, action and reflection. Below are our current action points;

- To include a greater range of children with special educational needs in our Key Stage 2 Festivals Programme
- To increase the diversity of our freelance practitioners so that they fully reflect the school communities we work in
- To ensure we have a diverse Board of Trustees, in terms of skills, background and experience

We will continue to review our policy and action points to ensure we are making positive, inclusive changes.

Reviewed and approved. 14th March 2024