



Dumfries & Galloway Arts Festival
Equality, Diversity and Inclusion Policy
Final March 2021

Introduction

Dumfries & Galloway Arts Festival (D&G Arts Festival) is committed to placing Equality, Diversity and Inclusion (EDI) at the centre of every aspect of our work. We aim to prioritise EDI through our cultural presentations, performances, our employment, and staff management, as well as in policy development and implementation. We recognise and acknowledge our obligations as both employer and service provider under the Equality Act 2010 to be welcoming and accessible to all who engage with us.

D&G Arts Festival supports people in some of Scotland's most remote and rural areas to experience world class performing arts. We bring the best of local, national and international productions to audiences across Dumfries and Galloway. We support our communities to stage shows, invest in our performing artists, introduce our young people to live performance, and engage people of all ages, from all walks of life, with our imaginative programme.

We are the only region wide performing arts organisation in Dumfries and Galloway, incorporating a 10-day Festival, Arts Live (a programme of year-round performances) and our young person's strand (Stage iT projects).

We recognise that artists, audience members, promoters and others who work in the creative industries are a culturally rich and diverse group.

Our aim is that everybody should have equal opportunity to engage with the performing arts and be treated fairly. Nobody should experience discrimination, harassment, or victimisation when they interact with us. As such, D&G Arts Festival is committed to this policy, which enables all stakeholders to feel secure and confident.

In this policy, we set out our legal duties for EDI in our programming, engagement activity, the structure of our organisation and our day-to-day management.

We set aims for developing our EDI practice and explain how we will monitor our progress towards meeting them.

This document should be read alongside our Strategic Plan 2020-2023, in which our five strategic ambitions are articulated. Of relevance here are:

- **Ambition 2.** Everyone has an opportunity to experience and be inspired by the performing arts.
- **Ambition 4.** The leadership and workforce in the performing arts is diverse and appropriately skilled.

Action Plan

It is recognised that the development and implementation of the EDI Policy will be part of the new Strategic and Creative Director's role. The Director, staff and Board will develop a robust action plan, which will provide short and long-term objectives and will be reviewed annually in line with this policy.

Implementing the Policy

The Strategic and Creative Director, General Manager and designated trustee will be responsible for developing, implementing, and monitoring the policy. The entire team will play a key role in the delivery and monitoring of the EDI Policy. All contract and freelance

personnel will be required to adhere to and promote EDI, as part of their terms of engagement.

Defining Equality, Diversity and Inclusion

We understand that equality, diversity, and inclusion are interlinked matters, but should be viewed as individual facets that require specific attention.

Equality means that everybody has the same opportunities and is treated with the same respect. We will challenge discrimination and dismantle barriers to participation in the performing arts.

Diversity is concerned with representation and valuing individuals for the different perspectives they have to offer. We will value individuals' contributions and celebrate differences.

Inclusion means ensuring that everybody has a voice and a means to participate. We will widen access to the performing arts.

Legal duties

The legal framework and objectives for this policy is based on awareness of the following legislation.

- Relations Act 1976 (as amended in 2000)
- Disability Discrimination Act 1995 (as amended in 2005)
- Race Employment Rights Act 1996
- Civil Partnership Act 2004
- Work and Families Act 2006
- Part Time Workers Regulations 2000
- Fixed Term Employees Regulations 2002
- Sex Discrimination (gender reassignment) Regulations and Gender Recognition Act 2004
- Children and Young People Act 2014

The Equality Act 2010

The Equality Act 2010 is legislation (law) that applies in England, Wales, and Scotland. It protects people from discrimination, harassment, or victimisation. It does this by specifying several "protected characteristics".

It is against the law to discriminate against anyone because of their:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex/gender
- sexual orientation

This means that we must work to identify situations where people with a protected characteristic might suffer disadvantage, compared to people without, because of their protected characteristic. We have a responsibility to prevent such disadvantage (or, if this is not possible, to minimise it) wherever possible.

We will consider the unique needs of people who have protected characteristics and take steps to meet these needs. Where people with protected characteristics might be less able to participate, we must enable, encourage, and celebrate their contribution.

Finally, we will tackle prejudice wherever we encounter it, and dismantle barriers to engagement with the performing arts.

Our Vision and Values

Our Vision

D&G Arts Festival will become a source of inspiration, information, knowledge, and expertise to partners within and beyond the region. We will continue to work to enable all people living in and visiting Dumfries and Galloway to engage with the best of local, national, and international performing arts.

Our Values

D&G Arts Festival and those who work on our behalf will aspire to Excellence, Equality, Diversity and Inclusivity in all we do.



Equality, diversity, and inclusion aims.

We aim to champion EDI throughout all that we do. We are mindful, nonetheless, that this implementation must be proportionate to our resources and responsive to the population that we engage with.

Dumfries and Galloway is a large rural region, with a low population density (60 people per square mile compared with the Scottish average of 168). It has an ageing population with 18.7% being 70 or over (Scottish average 15.4%), whilst just 15.6% of the population are 16 or under (Scottish average 17%). (National Records of Scotland 2019) The most recent census data shows that our population predominantly identifies as white British.

Percentage of total population by ethnic group

	White: Scottish	White: Other British	White: Irish	White: Other	Mixed/ multiple ethnic groups	Asian, Asian Scottish or Asian British	African, Caribbean or Black	Other ethnic groups
Dumfries and Galloway 2001	83%	14%	1%	1%	0%	0%	0%	0%
Dumfries and Galloway 2011	80%	16%	1%	2%	0%	1%	0%	0%

Our EDI aims are in the following areas:

Performance

1. To adhere to Government EDI legislation, and make certain that our practice is fair, consistent, and free from discrimination.
2. To be alert and responsive to issues raised in relation to EDI considerations and to manage them with integrity.
3. To appeal to, employ, and maintain a diverse workforce (including Board of Trustees, staff, and volunteers) that is reflective of the population of Dumfries and Galloway.
4. To promote robust professional values in our work, by setting clear expectations of EDI in our processes, policies, and communications.

Communications and engagement

5. To provide opportunities, events, consultations, communications, and programmes that are relevant and accessible to all.
6. To work in partnership with other arts and cultural organisations to explore EDI concerns and to ensure that our approach to EDI is contemporary, evolving, and rooted in best practice.
7. To place diversity at the forefront of what we promote within and beyond Dumfries and Galloway value and respect unique national perspectives and invite UK-wide participation in our work.

Effective and efficient organisation

8. To ensure that all D&G Arts Festival processes account for EDI considerations and the EDI action plan undergoes annual Board review.
9. To ensure that our EDI policy and practice are well understood, clear, and open to feedback from employees and stakeholders.
10. To deliver training in EDI to all our staff, Board of Trustees and volunteers and network partners, tailored where appropriate to their roles, and promote a culture of understanding and inclusivity.

Monitoring and evaluation

11.To continue to seek EDI data from those we interact with and be proactive in improving how we collect, analyse, and apply EDI data in our organisational decision making.

Measuring success

Our EDI ambitions will be implemented, monitored, and developed via an annually agreed action plan.

The annual action plan will set out specific, practical steps that D&G Arts Festival will take during the year to meet the EDI objectives. Individual action points will be mapped against the objectives.

Ownership for each action point will be clearly defined in the action plan. Ownership will be delegated to appropriate individuals within the team.

Delivery of the action plan will be overseen by the General Manager, reporting to the Board.

Revision

Following review and reporting, the General Manager and the designated Board member will propose action points that require revision or can be developed for the year ahead.

An action plan for the following year will be drafted and submitted to the D&G Arts Festival Board in the fourth quarter of the 12-month action plan period.

Renewal

The D&G Arts Festival Board will consider the proposals together with the draft action plan for the following year. The Board will determine to what extent the EDI outcomes have been met by the action plan and use this to inform their decision on the draft plan.

A summary report and the finalised action plan will be made available on the D&G Arts Festival website for public inspection.

Accountability

The D&G Arts Festival Board is accountable to our funders and the communities we serve to ensure that the organisation meets its duties in respect of EDI. It has appointed a designated board member to take an overview of the implementation of this policy and to work with the staff team to draw up the annual action plan and report its implementation to the board. We expect all our staff to support delivery of the action plan and to engage with EDI issues, as they arise within their daily role.

More Information

You can read more about D&G Arts Festival on our website at www.dgartsfestival.org.uk

The Equality and Human Rights Commission is responsible for promoting and enforcing equality and non-discrimination laws in England, Scotland, and Wales. You can find more information about the responsibilities of different organisations under the Equality Act 2010 on their website at www.equalityhumanrights.com

Contact us

You can contact us if you have any questions about this policy, our EDI action plan, or the work that we do in respect of equality, diversity and inclusion.

Please direct enquiries to:

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