

CURIOUS SEED EQUALITIES, DIVERSITY & INCLUSION POLICY

Curious Seed has adopted the following policy to ensure that equality, diversity and inclusion are implemented throughout our work and organisation. The policy shall inform Curious Seed's actions and attitudes for Curious Seed staff, Trustees, creative collaborators and freelance workers and anyone working on behalf of Curious Seed

Curious Seed operates an equal opportunities policy providing opportunities and access for people to participate in the arts regardless of age, disability, race or ethnicity, faith or belief, sex, gender identity, sexual orientation, marriage and civil partnership, education, socio-economic background, pregnancy and maternity, or those with caring responsibilities.

Curious Seed is committed to ensuring that no person or group is disadvantaged or discriminated against on the above grounds by unjustifiable reasons or conditions.

All Curious Seed employees will be briefed on this policy and must agree to apply it in practice. The policy is deemed to be incorporated in the contract of employment and it is a condition of service with Curious Seed that employees understand it fully. Any employee who believes that they have been inequitably treated within the scope of the policy should contact the Artistic Director or the Chair of the Board of Trustees.

EQUALITY STATEMENT

We recognise that inequality exists in the arts. Curious Seed welcomes and celebrates difference and we strive to ensure that equality, diversity and inclusion is embedded at the heart of our thinking and planning. We are committed to promoting these values through our programme of work and in how we operate.

We will demonstrate this by developing and presenting an artistic programme that reflects a diverse range of voices; by creating opportunities for inclusive participation in our projects; and by ensuring that decision making about who we work with and who we employ is based on skills, abilities and potential.

CURIOUS SEED
EQUALITIES, DIVERSITY & INCLUSION ACTION PLAN
2023 – 2024

OUR APPROACH

Our approach to embedding and delivering on Equalities, Diversity and Inclusion is set out in this plan and is part of our annual planning and budgeting process. This is overseen by our Trustees, and we report on our EDI objectives at quarterly board meetings and up-dated annually.

We recognise that this work is not finite. We will continue to learn from and adapt our plan to ensure that equality, diversity and inclusion in all its forms is rooted in our policies, procedures and the ethos and culture of the organisation.

OVERALL OBJECTIVES

- ensure that our programme of work reflects our vision of equality, diversity, and inclusion
- develop our audiences and increase our engagement with those often excluded from arts participation
- ensure our vision of equality, diversity and inclusion is understood by all staff, Trustees and stakeholders and communicated to our audiences
- improve the collection and analysis of data about our audiences, participants, and the people that we work with

Aim	Objective	Milestones	Measures
Governance & Staff Diversify the existing board of trustees	Respond to the turnover of trustees. Particularly aiming to attract people who are, or have been, historically underrepresented on boards due to age, disability, ethnicity, faith or belief, sex, gender identity, sexual orientation, education, socio-economic background, and/or those with caring responsibilities	Spring 2023 - undertake a recruitment process for developing the current board including the role of Chair June 2023 - create and publish accessible versions of our recruitment pack including audio and video	By our AGM in November 2023 - we have appointed up to 3 new trustees. We have appropriate provision in place for supporting and training new board members Our leadership is more reflective of a range of lived experiences and backgrounds at governance level

Implement principles of Fair Work practices for staff and freelance workers	Engage with <u>Parents in the Performing Arts (PiPA)</u> to continue developing a support framework for those who are pregnant / have caring responsibilities	Ongoing. May 2023: meet with PiPA to evaluate the Foundations pilot programme work from 2022; attend PiPA <i>Effective Communication for Greater Inclusion</i> webinar	We have a better understanding of the needs of those who work with us who are pregnant / have care responsibilities and how to support that
	Develop a Code of Care to be applied as part of the contracting process for staff and freelance workers	By the end of March 2024, create a draft of our Code of Care	We pilot our Code of Care principles when engaging staff and freelance workers on our projects
	Undertake a full review of our Rates of Pay (and expenses)	May 2023 - publish our Rates of Pay guidance on our website	We are transparent about how we pay our staff and freelance workers
Commit to further development our anti-racism practice	Develop our Anti-Racism Action Plan	June 2023 – publish our actions on our website aligned to our Anti-Racism Policy	Our commitment to anti-racist action is communicated and embedded across our work and teams
Aim	Objective	Milestone	Measures
Artistic Practice, Process & Programme Commitment to equality, diversity and inclusion when creating and planning our programme of work	Our 2024 remount and tour of <i>And the Birds Did Sing</i> will include accessible performances and materials and access costs will be reflected in our budget	Ongoing - communicate our commitment and desire to include signed and audio described performances of our touring work to all presenters, and work with presenters to achieve this where possible. BSL performer engaged for part of the touring engagements	Increased access and enjoyment of our touring work for d/Deaf and hearing-impaired audiences and participants Accessible versions of the transcript and programme are available and signposted at all venues
	Collaborate with Lung Ha Theatre Company's full ensemble of performers with a learning disability to develop a new co-production, <i>The Table</i> , which explores the question of 'who gets a seat at the table?'	July 2023 – engage a creative team of musicians, performers and designer and create a framework for a supported residency	We undertake a dynamic creative residency supported by Dance Base Scotland, to explore early ideas for an exciting new co-production

		November / December 2023 – undertake a 2-week research residency with LHTC, which culminates in a sharing of work in progress	We share the work in progress with peers and future presentation partners
	Collaborate with North Edinburgh Arts on the Art for Grown Up’s Summer Project – a free programme of arts activities for adults and families in Muirhouse and surrounding areas (SIMD listed)	June - July 2023 – co-design and deliver a week-long programme of creative activity	Adults and family groups experience and participate in creative movement and dance activity delivered by a professional dance company in their local community. The regular artists group develop movement/performance-based practice as part of their expanding body of work
Better-integrated equality monitoring processes	Review our equalities monitoring form and our processes for collecting data	By the end of March 2024, we have researched other approaches	We have developed a less prescriptive/more inclusive equalities monitoring form and more effective processes for collecting data
Aim	Objective	Milestone	Measures
Communications & Marketing Embed our commitment to equality, diversity and inclusion by increasing access to our website and promotional materials	To continue to provide accessibility tools for visitors to our website	Ongoing - UserWay widget is integrated into our website	Our website is easier to use and more accessible for neurodivergent visitors including Dyslexia Friendly formats and being able to easily pause animations
	Ensure that the promotional trailers for our work, including archives include subtitles and/or integrated captions where there is spoken text or sound	Ongoing	Our promotional trailers for new work and our existing online archive are subtitled or captioned