

Equal Opportunities Policy 2024

Vivid Roots Collective

February 2024



Company Statement

Vivid Roots Collective is committed to providing equal opportunities with a view of eliminating unlawful discrimination; encouraging equality, diversity, and inclusion amongst the company's recruitment of and work with contracted and commissioned theatre-makers.

We aim for our contracted/commissioned theatre-makers to be representative of the Highlands region, where we are based, and the rest of Scotland, regarding all sections of society. We aim for each artist to: feel and be respected and able to give their best whilst fulfilling their role. The company – in its delivery of events to the public – is also committed against unlawful discrimination of the public or any audience, and aims to promote equal opportunities for its audience members relevant to the events.

We acknowledge that, as well as the protected characteristics defined by law, there are invisible and structural barriers faced by many in society. We aim to practice awareness of these barriers and proactive in removing them across our activities.

This policy's purpose is to:

1. Provide equality, fairness and respect for all in our employment, whether part-time, full-time, contracted and/or commissioned
2. Not unlawfully discriminate under the Equality Act 2010 regarding the protected characteristics of: age / disability / gender reassignment / marriage and civil partnership / pregnancy and maternity / race (including colour, nationality, and ethnic or national origin) / religion or belief / sex / sexual orientation
3. Oppose and avoid all forms of unlawful discrimination. This includes in: pay and benefits / terms and conditions of employment/contracts / dealing with grievances and discipline / dismissal / leave for parents / requests for flexible working / selection for employment, promotion, training or other development opportunities

Recruitment, commissioning or selection procedures

- We commit to prioritising open recruitment where appropriate, and to carefully consider how advertising opportunities can best promote EDI, in order to allow for the inclusivity and accessibility of any protected characteristics, thus allowing for the creation of a diverse workforce.
- Where any work has not been openly recruited, we commit to transparency about how and why we have delivered the work in this way.
- In alignment with The Equality Act (2010) we will not enquire about the health and wellbeing of our theatre-maker/s before contracting them.
- We will be specific and transparent throughout the recruitment process about the candidates we wish to work with.
- We commit to making decisions about applicants based solely on merit.

- We pledge to meet the access requirements of our candidates from application through to the completion of their contract.
- When contracting or commissioning artists we commit to creating a timeline and method of delivery that is sensitive to both the needs of the artist and the company in order to give the candidate the opportunity to perform their contracted tasks to the best of their ability.

Conditions of employment

- We commit to flexible working arrangements for contracted theatre-makers where this is appropriate to the delivery of the work, and will make allowances for unforeseen circumstances such as illness/poor wellbeing or bereavement.
- We have a zero-tolerance attitude towards racism, bullying, or unlawful discrimination – such as victimisation or harassment – by contracted or commissioned artists, directors of the company, and its audience members.
- We pledge to manage any grievance professionally, sensitively, and in a timely manner. The company will make arrangements to solve this grievance and appropriate action will be taken.
- We commit to monitoring the make-up of the workforce regarding information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality, diversity and inclusion, and in meeting the aims and commitments set out in the equality, diversity and inclusion policy. We commit to doing this sensitively and anonymously.
- We will review and update employment procedures and policies annually to ensure fairness, and to take account of changes in the law and industry standards.

Governance and responsibilities

- We commit to establishing and maintaining a board of directors that are in alignment with and follow the values specified in the equality, diversity and inclusion policy.
- We commit to creating, maintaining and facilitating partnerships with other organisations, companies and institutions that align with and follow the values highlighted in this policy.
- We will hold annual reviews of the executive directors to assess whether they are upholding the values outlined in this policy.
- We commit to providing equalities, diversity and inclusion training for all new members of the core team
- In the event that a representative of the company's behaviour is not in line with the company's expectations, appropriate measures will be taken to amend the outcome of this behaviour and to prevent future deviation.
- We place a large emphasis on reflective and evaluative processes. We commit to making feedback and evaluation available to everyone who engages with the company in an anonymous form to foster transparency and growth.

Consideration of artistic programme and audiences

- We pledge to use and create accessible spaces for audiences to engage with our public events, including venues, outdoor, and digital spaces.
- We commit to using inclusive language when we are marketing events
- We commit to working with venues and promoters to promote equal opportunities for audience members to access and participate in the event from marketing to ticket pricing options
- We will not programme or deliver any creative work that promotes discriminatory language or behaviours