



Face Front Inclusive Theatre

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Equality, Diversity & Inclusion (EDI) Policy

Face Front Inclusive Theatre Company (FFIT/Face Front) recognises that certain groups and individuals in society have suffered and continue to suffer discrimination.

In its commitment to counteracting such discrimination and in the interest of good employment and contractual practices; Face Front aims to ensure that, in line with current legislation: no job applicant, employee, volunteer or project participant receives less favourable treatment on the grounds of their age, class, colour, disability, gender, national/ethnic origin, union membership or non-union membership, race, religious belief, sexual orientation, criminal record, a positive result from HIV testing, nor is disadvantaged by conditions or requirements which cannot be shown to be justifiable.

Face Front aims to promote tolerance and opportunity for all, irrespective of an individual's personal circumstances. Face Front is committed to removing barriers to equal opportunities and to developing a programme of positive action in all areas of organisational practice and policy to redress any inequalities that have arisen and to make its EDI opportunities policy fully effective. The company requires that all source material and artistic content of performances and workshops reflect the above statement.

Face Front will not tolerate unfair discrimination against any members of its staff or service users by any of its employees or by other persons appointed to the service of the organisation.

Face Front believes that it is in the organisation's best interests, and in the interest of all who work in and for it, to ensure that the human resources, talents and skills available throughout the culturally diverse communities that comprise society are considered when employment, Trustee and volunteer opportunities arise.

Context

The **Equality Act** (2010) brought together multiple legislation associated with equality and discrimination and its general purpose is to:

Inclusion Through Theatre

Patrons: Mat Fraser | Josette Bushell-Mingo OBE | Rachel Denning | Doris Jagge
Aditya Chakraborty | Onjali Rauf MBE | Joseph Adelakun | Jamie Beddard

Face Front Inclusive Theatre is a company limited by guarantee.
Registered in England and Wales No.05154096. Registered Charity No.1116506.



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facefronttheatre



Face-Front-Inclusive-Theatre

- Eliminate discrimination, harassment, victimisation or any other prohibited conduct
- Advance equality of opportunity by: removing or minimising disadvantage, meeting the needs of particular groups that are different from the needs of others encouraging participation in public life
- Foster good relations

At the same time the legislation has also **extended to protect people** with the nine protected characteristics: Age, Disability, Gender, Gender Reassignment, Marital Status & Civil Partnerships, Pregnancy & Maternity, Race & Ethnic Origin, Religion or Belief, Sexual Orientation.

Socio-Economic Origin/Status is not classed as a protected characteristic however many organisations, including the Face Front Inclusive Theatre, include it in our thinking and our actions. Another important issue is **intersectionality** (also known as multiple discrimination) where an individual belongs to more than one of the protected groups and is affected disproportionately because of this.

Definition of Equality, Diversity and Inclusion –

Face Front's understanding and action in this area is supported by the following definitions

Our **definition of equality** is: that every individual should have equal opportunity to make the most of their lives and talents. It recognises that certain groups of people with particular characteristics have in the past and today, experienced discrimination.

Our **definition of diversity** is: any characteristic which can differentiate groups and individuals from one another. This includes the protected characteristics as defined by the Equalities Act 2010 but also includes others, such as socioeconomic background and status. It also includes and values diversity of perspectives and life experience, for example.

Our **definition of inclusion** recognises that people need to feel connected and engaged. Inclusion can be defined as a state of being and feeling valued, respected and supported. Practising inclusion is necessary for diversity initiatives to work.

Who is the policy intended for?

All Face Front employees, the creative team, trustees, volunteers, trainees, freelance artists and contracted staff involved in the organisation are obliged to act in accordance with the policy. Face Front will also promote the policy to project participants.

Implementation.

The CEO and the Trustees of Face Front are jointly responsible for implementing and monitoring the policy.

Employment Policy and Procedures.

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Selection criteria and procedures will be reviewed on a regular basis by the board of trustees to ensure that individuals are treated equally and fairly and the decisions on recruitment, selection, training, promotion, and career management are based solely on objective and job-related criteria.

Where possible, employees, freelance artists and contracted staff and the board of trustees will reflect the make-up of the groups they are working with.

Face Front has a formal Grievance and Disciplinary Policy, which is an integral part of all employee contracts and agreements of service. The company is committed to dealing sensitively and effectively with complaints of discrimination, victimisation, or harassment.

Artistic Programming and Delivery.

Face Front believes that involvement in the arts can benefit everyone, regardless of their age, or background. However, the company recognises that existing arts activity and opportunities often exclude disabled people, or people who experience other disadvantage

Face Front was created to encourage access to the arts for the widest possible range of people. In particular, it seeks to promote disabled artists and encourage social and cultural exchange by providing innovative community and inclusive arts activities.

Face Front seeks to promote equality of access to the arts and improve cultural representation, providing creative opportunities in which the experiences of all people can be celebrated.

Face Front aims to promote an annual programme of projects that is inclusive of the cultural diversity of this country, in a way that respects and values individual and cultural differences.

EDI training.

This policy is to be made available to, and discussed with, all new employees, and circulated with job application information. The need for formal race and disability equality training will be assessed.

Staff and Board members dealing with recruitment will be trained in the practices and procedures set out in Face Front's good practice policies.

Training, development and promotion.

Face Front believes it is important for people to have the chance to learn and to develop their skills, benefiting both themselves and the organisation, and allowing for the possibility of senior posts in society being attainable by a more diverse group of people than is currently the case.

Employees are therefore encouraged and required to take part in relevant EDI training, which will,

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where possible, consider the employee's preferred methods of learning.

Monitoring

Face Front's practice and procedures will be monitored to ensure the success of its EDI opportunities policy. Access to any information gained through this process will be kept confidential.

Reviewing the Policy

Face Front is committed to reviewing the policy regularly and making changes if necessary, seeking advice and following best practice.

Customer relationships

Face Front aims to create an environment, which is as open and inclusive as possible to everyone involved in the organisation. This will be achieved through marketing measures, pricing policies, attention to access requirements for disabled people, and keeping a welcoming venue.

EDI Partnerships.

Face Front recognises and supports Equal Opportunities policies approved by other bodies with whom it has links: such as the Arts Council of England, Enfield Council and London Councils. Face Front will seek to promote and exchange aspects of Equal Opportunities practice in our financial or practical partnerships with these organisations.

Face Front Inclusive Theatre Statement on EDI

- Face Front Inclusive Theatre Company (FFIT) exists to promote inclusive participatory arts programmes and professional performances in a multi accessible style by engaging with disabled artists of all kinds.
- Face Front respects and values the artistic and creative contributions of this country's culturally diverse ethnic communities.
- Face Front is committed to promoting and highlighting artist work that is issue-based and inclusive of all cultures.
- Face Front's work is dedicated to promoting tolerance and opportunity for all irrespective of a person's circumstances. We recognise that certain groups and individuals in society have experienced and continue to experience discrimination.
- Face Front is committed to counteracting such discrimination, to removing barriers to equal opportunities and to developing a programme of positive action in all areas of organisational

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practice and policy to redress any inequalities that arise.

- Face Front believes that it is in the organisation's best interests, and in the interest of all who work in and for it, to ensure that the human resources, talents and skills available throughout the culturally diverse communities that comprise society are considered when employment opportunities arise.
- Face Front is continually monitoring and evaluating its practices, activities and policies in order to ensure full inclusion of a diversity of cultures.

Face Front Inclusive Theatre EDI ACTION PLAN

Face Front acts as an advocate for disability culture and inclusion seeks to include representatives from a wide range of London's culturally diverse communities. Face Front undertakes to review its human resources, systems and operations on an annual basis.

The results of each review will be made available to Face Front staff, members and to our funders.

Face Front's Annual Review aims

- To ensure that Face Front reflects the EDI of London's disabled and non-disabled artists and audiences in every aspect of its operations and activities. Face Front has developed an EDI policy statement in line with best practice.
- To review the Discipline and Grievance Policy every 6 months.
- To ensure that Face Front's Board of directors, staff (paid, voluntary and freelance) and consultants to the company reflect the diversity of London's communities.
- To review current EDI monitoring information showing both salaried and voluntary staff in post, position in the organisation, recruitment and selection.
- To reach its targets in representation positive action will be taken to increase Black and minority ethnic and disabled artists and staff, Management or Consultants.
- To review past practice, targets and outcomes in relation to participants and audiences of Face Front's activities.
- To ensure that all Face Front's advice and information, with particular emphasis on our Continuing Professional Development services are delivered in an equitable and accessible manner in order to meet the requirements of disabled and neurodiverse people from all backgrounds.
- To provide EDI awareness training throughout its induction and other training programmes.

Accountability

Face Front is directly accountable to its funders from whom we will seek guidance in order to achieve best practice.

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Related Policies and procedures

This policy should be read alongside our related organisational policies:

Ethical Fundraising Policy

Grievance, Disciplinary, Bullying and Harassment Policy

Policy on Recruitment of Ex-Offenders

Safeguarding Child and Vulnerable Persons Policy

Staff Review/Appraisal and Development

Training and Development Policy

Volunteer Policy and Induction

LAST REVIEWED

July 2026

REVIEW

January 2027

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