



CONTEXT

imitating the dog are committed to contributing to the Creative Case for Diversity and have developed an Equality Action Plan to lay out our objectives and to monitor progress.

This plan relates to our organisational objective: **Embed the principles of the creative case for diversity across the company's work (ITD Business Plan 19-20)** and it relates to ACE Goal 1 and in particular: **Reflect the diversity of our society**

We are rooted in the north west of England, however we are a national and international touring company, and work in several contexts – our primary 'community' is the UK. The company is led by 3 white male Co-Artistic Directors and 1 white female Executive Director. Our board is made up of a further 9 volunteer non-executive board members. These board members have completed a diversity audit and we are currently under-represented in the following areas: gender, age, BAME.

In 2018-19, as our first year as an NPO, we developed the company's first Diversity Strategy and set goals which focused on incorporating diversity planning into our processes, planning, researching and reviewing our activities and bench-marking.

Key Areas of Focus 2019-2020

We have reviewed the Audience Agency's Audience Spectrum audience segmentation and have started utilising the Audience Finder and Showstats tools for our UK touring work. We have also started to use the surveys to sample audiences and participants.

We have considered Arts Council England's Creative Case for Diversity and the Equality Act of 2010. Having reviewed our company's interests, our work to date and the gaps in diversity which we wish to address. Working closely with the board, we have identified the following protected characteristics to focus our attention in 2019-20: **age, disability, race, gender and socio-economic status.**

Accountability

This work is led by the Executive Director, who has lead responsibility for the for the updating and monitoring of the plan, although the leadership team and the board are fully and enthusiastically engaged with both developing the plan and delivering on it. The Diversity Sub Group leads on this for the board. The Board will monitor progress against this plan quarterly. The plan will be reviewed and refreshed annually. This plan will be shared with the wider workforce, including freelancers, as information attached to contracts; this will ensure we are sharing ITD's commitment to equality.

What we aim to do:



ARTISTIC PROGRAMME

Action	Success Criteria	Timeframe
Present an artistic programme which reflects the diversity of our society	Produce <i>Night of the Living Dead (Redux)</i> reflecting contemporary concerns around race.	R&D by end of March 2019 Production period: Autumn 2019 Production open by Feb 2020
	Minimum 50% of performers on stage are female. Minimum 20% of performers on stage are BAME.	
Ensure diversity is embedded in our artistic programme planning	<i>Night of the Living Dead (Redux)</i> printed programme and other publicity materials (print and digital) contain 1 discussion piece, reflecting contemporary concerns around race.	Programme and marketing plan in place by October 2019 Programme printed by Feb 2020 Online discussion piece viewed by at least 1,000 people
	Consult with people from protected characteristic groups (from our pool of creative associates and beyond) in the development of artistic work	Identify individuals to contribute, by June 2019 Consultations on the 21-22 programme, by Jan 2021
	The programming team see work by people from under-represented groups	Co-Artistic Directors see at least 1 production

ARTIST DEVELOPMENT

Action	Success Criteria	Timeframe
Support artists from diverse backgrounds (emerging, early career, mid-career and	<i>Night of the Living Dead Redux</i> casts 1 BAME performer in a lead role	Casting by Nov 2019 Production open by Feb 2020
	Minimum 30% of the artists and practitioners we work with on sited / festival projects are BAME and / or female	by end November 2019



established) by providing opportunities to learn, engage and work with us, and platforms for showcasing their work	Provide a high-profile platform for diverse artists, working with the company, across the annual programme. 4 artists from protected characteristic groups other than gender (BAME/ long-term health condition/ young person) are commissioned / recruited	by March 2020
	Target internship recruitment to diverse practitioners	Identify partners to share information, by Nov 19 Post recruitment ads by Dec 2019
	Maintain a budget for paid internship. £5,000 budget confirmed for this role	Budget set by April 2019

ADDRESSING BARRIERS TO ARTISTIC INVOLVEMENT

Action	Success Criteria	Timeframe
Address barriers to engagement by people from protected characteristic and under-represented groups: artists, learners and participants, and audiences.	A budget of £2,000 is committed to audience access	Budget set by April 2019 Budget allocated and spent by December 19
	Include a clause in all contracts with tour venues which ensures performances of our work, and participatory sessions take place at venues which are accessible All performances are offered with the option to include captioning	Contracts updated by May 2019
	10% of our audiences / participants for our work toured internationally are BAME	2019 international tour completed and evaluated by Nov 2019
	Offer 4 free places on our annual Skills Exchange (part of the annual Learning Programme) for early-career artists	Participating early career artists identified by end of March 2019 Skills Exchange takes place by April 2019
	People from the protected characteristic groups to engage via our residencies and workshops	Plan for focused engagement - by June 19



	<p>programme</p> <p>Participants are min 10% BAME</p> <p>Participants are min 70% Young People</p> <p>Min 1 workshops targeted for older people</p>	<p>Annual residencies and workshops programme complete by end March 2020</p>
	<p>Participate in events in the public realm, which are free to attend, removing cost barrier to attendance</p> <p>Deliver events at a minimum of 2 festivals / sited events which are free to attend</p> <p>Tour our work to at least 1 area of low engagement</p>	<p>By end March 2020</p>

SECTOR LEADERSHIP

Action	Success Criteria	Timeframe
<p>Participate in the wider debates around diversity in the arts sector. and initiatives to promote equality.</p> <p>Share our work in this area with others.</p>	<p>Engage with seminars, debates and events which consider diversity in the cultural sector.</p> <p>Member of leadership team attends at least 1 event</p>	<p>By end of March 2020</p>
	<p>Publish developed Equality Action Plan on our website</p>	<p>Plan onto website by end of May 2019</p>
	<p>Publish a blog post / case study of our work in partnership with Theatre in the Mill</p>	<p>Published by Oct 2019</p>
	<p>Publish a post via our YouTube channel which focuses on our response to the Creative Case for Diversity</p>	<p>Published by Nov 2019</p>

WORKFORCE, RECRUITMENT, TRAINING, APPRAISAL



Action	Success Criteria	Timeframe
The ITD workforce, including the wider team of freelancers, reflects the diversity of our society.	10% of our workforce (including freelance administrative roles, creatives, performers and associate / commissioned artists) are BAME	by March 2020
	Adopt best practice in recruitment to lower barriers including advertising in non-arts specific locations; removing names/age identifiers when assessing applications	by March 2020

AUDIENCES & PARTICIPANTS

Action	Success Criteria	Timeframe
Our audiences reflect contemporary society	With our co-producing partners at Leeds Playhouse, explore the incorporation of BSL and AD in performance, to inform our practice	by Feb 2020
	Consult with our venue partner, New Wolsey Ipswich, on their Ramps on the Moon project, to inform our practice	by April 2019
	Consult with our wider stakeholder groups in the development of our creative learning programme, and on recruitment practices, to ensure best practice. Consult with 3 organisations / groups	by Sep 2019
	Provide, free (to venues) of charge, captioned performances of all touring productions	by March 2020
	Work with venue partners to programme 'pay what you can' performances / offer a number of accessibly-priced seats, as part of the UK tour	by March 2020

GOVERNANCE

Action	Success Criteria	Timeframe
The ITD Board reflects the diversity of our	An audit of the diversity of the board and workforce is carried out	Audit completed by Feb 2020
	40% of the board are from the protected characteristic groups	by end August 2019



imitating the dog

Version: May 2019

Equality Action Plan

2019-20

society		
	Minimum 2 training sessions for the board, on related issues	by end of March 2020