



FIFTYTHREE TWO  
Charity No: : 1179418

## Equality, Diversity and Inclusion Policy

53two celebrates and values diversity across all aspects of its work. We are committed to treating all members of our visiting and/or 'in house' community with respect and dignity. Anything other than this has no place in 53two.

We recognise that a society where conscious and unconscious prejudice and intolerance exist, damage and hurt can be inflicted. We will always strive for diversity in our board, artists, volunteers, and audiences and for advances in diversity in all our activities.

53two will always promote;

- Accessibility for all
- A demand for all members of the team and/or visitors to be treated with dignity and respect and valued for who they are, what they believe in and the contribution they make to 53two
- An atmosphere in which no participant experiences unfair or unlawful discrimination
- A space that values and fights for diversity, inclusiveness and respect whilst also allowing and encouraging all those who work with or visit 53two, to inhabit those ideas in all their work
- Equal opportunities for all
- An opposition to all forms of unfair and unlawful discrimination, bullying and harassment

## Responsibilities

53two have a responsibility to uphold their beliefs that nobody will be discriminated against in any way on the basis of their ethnicity, race, age, language, culture, religion, opinions, sex, gender, identity, sexual orientation, sexuality, ability or disability, mental health status, appearance, parentage, socio-economic background, criminal convictions or anything that is an irrelevant distinction. Upholding and embodying this is the responsibility of everyone in the 53two team regardless of background experience and/or position.

All employees and volunteers are expected;

- To co-operate with all actions implemented by 53two to promote equal opportunities
- To ensure all other team members and/or visitors are encouraged to participate without pressurising or instructing others to unlawfully discriminate
- To not harass, bully, abuse or intimidate other participants
- To not infringe on the rights of others through their behaviour, the way they treat others and the language they use

- To play an active role in actioning this and all other policies in place from 53two
- Encourage similar behaviour in visitors and clients using the venue

## The Rights of Employees and Visitors

This policy also provides our visitors and employees with:

- The right to be treated fairly at all times
- The right to properly challenge any behaviour they feel is an infringement of this policy with 53two taking this properly into consideration and removing or changing anything that infringes on this policy
- The right to be treated with respect and consideration in observing their religious and cultural traditions and/or practices
- The right to be valued and respected as an individual
- The right to receive full support from 53two should they feel the need to raise concerns or challenge any behaviour that goes against the points in this policy

## Inclusive Casting Policy

53two will, to the best of their ability, ensure that this casting policy is agreed and adhered to by any and all visiting companies, practitioners and/or creatives. 53two will always strive to cast the best actors for each role and we are, as a creative team of directors, producers and trustees, committed to the racial, cultural and artistic diversity as stated in our Equality, Diversity and Inclusion Policy. We will fight for and strive for diversity in race, disability, gender, sexuality, socio-economic background, faith, age and gender across the board, working from an open and neutral position. We will make auditions public for everyone to attend. Casting parameters surrounding race/ethnicity/disability etc will be used to ensure that diversity is maintained and/or to fit the specific requirements of a piece of writing, if required. This policy will be communicated to all directors and visiting companies to the arches.

53two defer to and strive to uphold the Equity 'Inclusive Casting Policy' (<https://www.equity.org.uk/getting-involved/campaigns/play-fair/equity-inclusivecasting-policy/>):

*Women, black, Asian and minority ethnic, lesbian, gay, bisexual and transgender (LGBT), and deaf and disabled artists have long experienced and continue to experience discrimination across the industry.*

*An increasingly diverse audience both wants and expects to see and hear itself reflected authentically in the media and its expectations are even higher of publicly funded theatres and broadcasters. Moreover, productions that go beyond a tick-box approach to diversity have demonstrated wide appeal to all audiences and delivered real commercial success.*

*Equity believes that inclusive casting is crucial to achieve both a balanced portrayal of women, black, Asian and minority ethnic, LGBT and Deaf and disabled people across the industry - providing both a level playing field for our members - and a realistic and authentic mirror reflection of UK audiences.*

*Equity calls for greater incidental portrayal – where the artist's personal characteristics are incidental to the role – providing real opportunities to increase diversity on stage and screen*

- *Equity believes that artists from diverse backgrounds (on the basis of gender, ethnicity, disability and sexual orientation) should be considered more seriously for any role - and not confined solely to those written with their own personal characteristics in mind.*

- *Equity is concerned that casting of people from diverse backgrounds on screen and on stage continues to be tokenistic and calls for greater representation in leading roles.*
- *Equity believes that productions should ensure they audition a diverse list of artists for every role*
- *Equity asks productions to make proper use of the occupational requirement provisions in the Equality Act 2010 - and to consider using the 'tie-breaker' provisions in the Equality Act 2010 - when casting any role*

*Equity calls for greater care and consideration by productions when casting roles where the artist's personal characteristics are relevant to the role:*

- *Make proper use of the occupational requirement provisions in the Equality Act 2010 when casting roles written for a character with a diverse background – ensuring that more artists reflect the character's characteristics where it is relevant.*
- *Equity recognises that non-disabled artists playing disabled characters, is widely considered to be offensive to disabled people. Equity understands that on occasion, it may not be possible to cast a disabled artist but calls on productions to follow these principles in every instance:*
  1. *Actively seek an artist whose characteristics reflect that of the role by:*
    - *Considering every avenue to cast a disabled actor.*
    - *Considering whether a disabled character's impairment has to be specified – or whether the role can be played with an actor with a different impairment.*
    - *Considering using special effects, make-up or other artifice if there are elements of the portrayal which require non-disability (which a non-disabled actor would employ to play a disabled character)*
  2. *If that is not possible, be prepared to demonstrate the extent of the search undertaken and;*
  3. *Consult with people with the relevant impairment to enhance the portrayal overall.*

*Equity calls for all productions to play their part in improving equality practice across the industry:*

- *Equity believes that all parts of the industry should develop clear, specific and measurable objectives to promote diversity among casts, audiences and staff.*
- *Equity calls for equality monitoring of performers, stage management and creative teams and for that data to be made publicly available.*
- *Equity calls for the industry to set targets for casting artists from diverse backgrounds.*
- *Equity reminds productions of their obligations under the Equality Act 2010 – and the legal risk they expose themselves to by:*
  - *Asking artists about their personal characteristics during auditions*
  - *Failing to make reasonable adjustments to enable disabled artists to take part in auditions*

In general, we aim to have creative teams made up of a demographic that resembles the make-up of Greater Manchester. Directors and/or companies who do not agree to uphold this policy will not be permitted to use the space unless they can provide valid reason.

## **Monitoring and reporting**

The Artistic Director Trustees will review this policy half-yearly, taking into consideration any changes in the industry and socio-economic climate. A report will be formed by the Artistic Director to confirm that there has been full compliance with the Equality, Diversity, and Inclusion Policy or will explain the circumstances of any breach and what action has been taken. Board of Trustees