

Culture&

Equality Diversity and Inclusion Policy and Action Plan

Culture&'s main reason for existing is to advance equality, diversity and inclusion in the arts and heritage sectors. We sum up this ambition in our mantra: opening up who makes and enjoys arts and heritage.

Our mission is based on the compelling evidence showing that organisations that embrace EDI are more successful creatively, recognising the rich artistic and creative opportunities that diversity and inclusion offers, as well as being more economically viable and sustainable. Thus, it makes good business as well as moral and creative sense to diversify audiences and reflect the changing population of the UK today. There is also a legislative duty to eliminate discrimination, advance equality of opportunity and foster good social relations.

Analysis of the statistics relating to the arts and heritage sectors show that the arts and creative industries are not truly representative of the growing diversity of the UK today. The Black and culturally diverse populations are growing fast, but the employment of people from these communities and their engagement with arts and heritage is low. While the gender balance in governance and employment looks positive, there are still deep-rooted issues to be addressed about the representation of women and Black and culturally diverse people in the leadership of the wider cultural industries. The number of disabled people involved in governance or employed in the arts is also very low.

Equality

Culture& understands equality to mean ensuring that every individual has the same opportunity to make the most of their lives and talents. From this definition we recognise our duty to mainstream equality in our work and meet the legal responsibilities under the Equality Act 2010.

The equality duty covers nine equality strands, known as protected characteristics. These are:

- Age
- Disability
- Gender reassignment
- Race / ethnicity
- Religion or belief
- Gender
- Sexual orientation
- Pregnancy and maternity
- Marriage and civil partnership

Beyond what is required by law we recognise that class, economic disadvantage, geographical location and social and institutional barriers also prevent people from making and enjoying our arts and heritage.

In meeting these legal responsibilities Culture& is committed to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act
- Advance equality of opportunity between people who share a protected characteristic and those who do not
- Foster good relations between people who share a protected characteristic and those who do not
- Removing or minimising social and cultural disadvantages suffered by people due to their protected characteristic
- Taking steps to meet the needs of people from protected groups where these are different from the needs of other people
- Encouraging people from protected groups to participate in public life

Above all we want to minimise disadvantages suffered by people due to their protected characteristic. This policy aims to encourage people from protected groups to engage in arts and culture where their participation is disproportionately low.

Inclusion

By inclusion we mean an approach and practice that is about bringing people together within the arts, heritage or creative industries environment whether as artists, arts organisations, audiences or communities. We use this concept to bring together and complete the triangle of equality, diversity and inclusion. Insofar as equality is about removing barriers and diversity is about recognition of people, inclusion aims to provide the conditions for people to be able to participate in the arts and heritage in the way that they want to, knowing they are welcome regardless of their background. Inclusive arts practice focuses on an approach of openness, participation, engagement and response to community cultural needs. Inclusion often involves a human rights approach, ensuring positive processes and outcomes, treating people with dignity and respect, and ensuring that barriers to involvement are removed.

Conditions of greater equality, diversity and inclusion are the building blocks for great work to be produced. Inclusivity of outlook and practice creates a better, richer and more dynamic arts sector, one populated by innovation, risk taking and experimentation.

The Board

As the legal employer of the staff – The Board takes responsibility for anything that breaches the Equality Act 2010 by way of discriminatory employment practice is their responsibility; it will:

- Ensure that every major policy or decision has an EDI consideration of its potential impact
- Take responsibility for the production and implementation of the organisation's EDI Action Plan Updated
- Oversee how the organisation meeting all of the funding criteria explicitly stated in the Funding Agreement between the Culture& and its funders
- Check that the business plan is populated throughout with EDI activities

- Seek regular and timely monitoring reports with updates on progress against the EDI Action Plan
- Commission its own training in EDI matters to cover such areas as employment, policy development and impact analysis

The Chief Executive/Artistic Director (+ management team)

The role of the CEO/AD (and management team) is to:

- Ensure the production of an EDI Action Plan that meets the quality standards required by funders and sponsors
- Receive monitoring reports of progress against the EDI Action Plan and ensures the Board does the same
- Ensure at a minimum all of the Culture&'s activities comply with the Equality Act 2010
- Ensure that there are sufficient resources to train staff in EDI issues
- Become champions of EDI change within the organisation and communicate their commitment and work to all levels of staff
- Ensure that all data and evidence required by Culture&'s funders is collected
- Ensure that EDI becomes a 'business as usual' activity within the organisation

Our vision and action plan for EDI

Culture&'s vision for equality, diversity and inclusion is that it will not only inform our creative, artistic and heritage practice but it must run through the way we manage our activities, the composition of our staffing team and the governance of the organisation. We believe that by ensuring our organisation is diverse and inclusive our work will be more relevant to more people, as well as advance an important dimension of social justice. We will also continue to seek EDI data from those we interact with and be proactive in improving how we collect, analyse and apply EDI data in our decision-making. Therefore below we set out our key objectives to a. focus on embedding five protected characteristics over the next three years in our organisation and b. adopting a proactive approach to collating, analysing and monitoring the EDI data of those we work with and for. The Action Plan identifies who takes ownership of the work as well as key objectives and delivery dates.

Culture&

Action Plan

EDI strand A (internal) Governance & staff	Action	Monitoring Impact	Responsibility	Timeframe	Success indicators	Progress
Age	Recruit more young people from New Museum School alumni onto the Board	Composition of Board, staff and reviewing recruitment literature + applications	CEO, Development Director Chair/Vice Chair	2022-26	Staff and Board demographics as well as the content of our programmes.	At March 24 board it was decided that the composition of the board would be reviewed at the AGM in the autumn (2024)
Disability	Ensure more representation of people with different abilities as staff and Board	“	Development Director Chair/Vice Chair	2022-26	“	Governance training d/deaf took place Nov 2023
Gender reassignment	Prioritise recruitment of trans people as trustees and staff	“	CEO/Chair/ Vice Chair	2022-26	“	
Gender	Appoint more males onto the Board	“	Development Director Chair/Vice Chair	2022-26	“	
Sexual orientation	Prioritise LGBTQIA+ people as trustees and staff	“	CEO/Chair/ Vice Chair	2022-26	“	

EDI Strand.B (external) Data	Action	Monitoring and impact	Responsibility	Timeframe	Success indicators	Progress
	Publish our EDI monitoring form on the website		Development Director /CEO	2022	Form is in an accessible format for our partners, funders and audiences and is being used.	New EDI form has been Developed as part of SIA recruitment (2023)
	Investigate effective ways of gathering the metrics on inclusion in the workforce using research led indices e.g. the GII*	Culture& is able to support the sector to measure and act on inclusion in their workforces.	Development Director /CEO	2024	The board and funders have accurate data with which to measure the impact of our work both externally and to monitor the consistency of EDI in our own organisation both in aggregate and across staff, SLT and Governance.	Board agreed to using The GII to gather the Data on inclusion within The Culture& workforce And governance team. This monitoring will take Place in 2024.
	Asking for and analysing the EDI data of the organisations we work with and for including EDI data for audience participation in C& programming and total organisational programming	Culture& is able to build a picture of the organisations we support and work for to better understand who is accessing our work and services and assess where there might be gaps.	CEO/Programme Manager	2022-26	The board and funders have accurate data with which to measure the impact of our work	

*The Gartner Inclusion Index, Harvard Business Review