

## **EQUALITY, DIVERSITY AND INCLUSION POLICY**

### **Introduction**

At Music Theatre Wales we are committed to achieving greater equality as an organisation and as an employer. MTW respects, values and embraces diversity and difference and believes that our organisation should reflect the diversity of the UK. We are committed to developing opera as an art-form that is representative and accessible for everyone, regardless of their background. We pursue equal opportunity for the people we work with in the creation, performance and delivery of artistic work, training opportunities and employment.

MTW recognises that some people may have faced challenges accessing opera and storytelling in music and is committed to fostering an equitable, diverse, and inclusive environment for all. We believe that everyone deserves the opportunity to participate in the creation of new opera and we strive to identify and remove barriers, celebrate our differences, and create a space where everyone feels valued and respected.

We aim to ensure that no one receives less favourable treatment as a consequence of having a protected characteristic. We believe that this is a matter of social justice and human rights, and that change is not possible unless cultures change within organisations. We are aware that change needs to happen throughout our organisation – in the work we make and the people who make it; the people we reach; our Board of Trustees and our workforce.

These beliefs are reflected in our mission and sit at the core of our artistic work. This Policy sets out how MTW will deliver this commitment and realise its vision and mission.

### **Our Vision**

A future Wales where opera gives voice to expression, identity and diversity, as storytelling in music for all.

### **Our Mission**

- To work with artists and communities who have been excluded from opera
- To remove the structural and social barriers that have prevented many artists from working in opera, especially as creators of new work.
- To create work in those artists' and communities' image; connecting the personal and local with the wider world.
- To present opera as a dynamic and contemporary artform that addresses the world as it is now and does not simply rely on the repertoire and the practices of the past.
- To create work that speaks to contemporary society and which engages a new audience.

Our belief is that unless we work with artists who will bring new stories and a different approach to music, theatre and performance that might come from different cultural backgrounds, then opera will fail to become the dynamic contemporary form it so clearly has the capacity to be.

### **External Context**

This policy demonstrates Music Theatre Wales' commitment to meeting the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011 and supports the seven well-being goals of the Welsh Government's Well-being of Future Generations (Wales) Act 2015. This policy is in-line with our Artistic Plan, our Strategic Equalities Plan and our Welsh Language Policy, all of which are reviewed and approved by the MTW Board annually.

# MUSIC. THEATRE. WALES.

The Equality Act 2010 legally protects people from discrimination in the workplace and in wider society. It brought together multiple legislation associated with equality and discrimination and it provides a basic framework of protection against direct and indirect discrimination, harassment and victimisation.

The Act provides protection for people discriminated against for having a protected characteristic. It is against the law to discriminate against anyone because of:

- age
- gender reassignment
- being married or in a civil partnership
- being pregnant or on maternity leave
- disability
- race including colour, nationality, ethnic or national origin
- religion or belief
- sex
- sexual orientation

Socio-economic background is not classed as a protected characteristic however many organisations, including MTW, include it in their thinking and in their action. MTW is also conscious of the issue of intersectionality where an individual belongs to more than one of the protected groups and is affected disproportionately as a result of this.

The Welsh Government's seven well-being goals have been put in place to improve the social, economic, environmental, and cultural well-being of Wales. They are contained in law under the Well-being of Future Generations (Wales) Act 2015:

- a prosperous Wales
- a resilient Wales
- a healthier Wales
- a more equal Wales
- a Wales of cohesive communities
- a Wales of vibrant culture and thriving Welsh language
- a globally responsible Wales

## Internal Context

Our commitment to equality, diversity and inclusion is explicitly communicated in our mission, vision and aims. How MTW delivers these commitments is detailed in our Business Plan and in our Strategic Equalities Plan. The Strategic Equalities Plan was last reviewed in March 2023 and MTW has committed to a further review and full update of the plan by September 2024.

It is everyone's responsibility to work within this policy. All employees, trustees, freelance staff, contractors, trainees and volunteers (collectively known as "staff" throughout the policy) have a duty to act in accordance with this policy and treat colleagues with dignity at all times, and not to discriminate against or harass other persons. It is also the responsibility of all staff in their daily actions, decisions and behaviour to endeavour to promote these concepts both internally and externally. This policy does not form part of any employee's contract of employment and may be amended at any time.

In addition, specific roles and responsibilities are outlined for:

**The Board of Trustees, and MTW's Director and General Manager**, are responsible for devising the Policy, monitoring its effectiveness and approving formal revisions as necessary.

**The Board of Trustees** has an overarching accountability for ensuring MTW complies with legislation.

**MTW's Director and General Manager** have an overarching responsibility for ensuring MTW complies with legislation, meets the commitments of the Equality, Diversity and Inclusion Policy, and delivers progress on identified actions within the Strategic Equalities Plan.

**The Board of Trustees and all MTW staff** are responsible for familiarising themselves with the terms of the Policy, abiding by it and implementing it.

**Any MTW staff member** may propose revisions to the Policy for consideration.

**MTW's General Manager** is the person responsible for ensuring awareness of the Policy across the organisation and that regular reviews take place.

MTW will provide appropriate support and training to all staff to ensure everyone feels able to contribute to the commitments of the policy. This will include exploration of equality, diversity and inclusion as part of induction to the organisation.

MTW will ensure that in planning all artistic activity, consideration is given to the diverse communities the company serves and how it can respond to their different needs.

We also recognise the importance of diversity of thought within our teams and are fully committed to embracing and maximising the talents of neurodivergent people, people with learning disabilities or with mental health conditions and other forms of neurocognitive variation. We will always seek to make appropriate adjustments to recruitment, workplaces and work processes to be fully inclusive to people with different needs and working styles.

### **Supporting Procedures**

#### **1. Data Monitoring and Evaluation**

To ensure that this policy is operating effectively, and to identify groups that may be underrepresented or disadvantaged, MTW asks all staff, trustees, audience members, workshop attendees, job applicants and anyone else engaging with MTW's work to complete an Equal Opportunities Survey. Completion of this survey is voluntary and the information collected within it is submitted anonymously and data retained confidentially in accordance with MTW's Data Protection Plan.

Analysing this data helps MTW to measure our performance in promoting equal opportunities for all to access our work or to fulfil their potential as arts practitioners and/or creative artists. Progress will be reported annually and the Strategic Equalities Plan that accompanies this Policy will be updated as appropriate, setting objectives for the following year.

#### **2. Recruitment**

MTW aims to ensure that no applicant for any of its opportunities suffers discrimination because of protected characteristics or socio-economic background.

As an employer, we have made the following commitments to increase accessibility in our workplace:

- Ensuring our recruitment process is inclusive and accessible, including providing interview questions in advance.
- Communicating and promoting vacancies through a range of channels.
- Offering an interview to people who are disabled, neurodivergent or from the global majority who meet the minimum requirements for the job.
- Anticipating and providing reasonable adjustments as required.
- Supporting any existing employee who acquires a disability or long term health condition enabling them to stay in work.
- Providing feedback to all candidates, to improve transparency and access within hiring practices

MTW consistently monitor the composition of its Board and Staff in as much detail as possible. We aim to develop the diversity of our Board to levels which matches the population breakdown of Wales at a minimum.

We will strive to maintain gender balance and we aim to ensure that at all times, at least two members of the Board are Welsh speakers.

### **3. Grievance and Disciplinary**

MTW take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, customers, suppliers, visitors, the public and any others in the course of the organisation's work activities. If employees believe that they have been discriminated against they are encouraged to raise the matter through MTW's Grievance Procedure. Alleged instances of discriminatory or degrading behaviour will be addressed using MTW's Disciplinary Procedure.

Any member of staff who is found to have committed an act of discrimination or harassment will be subject to disciplinary action. Such behaviour may constitute gross misconduct and, as such, may result in summary dismissal. The Company takes a strict approach to serious breaches of this policy.

Details of the organisation's grievance and disciplinary policies and procedures can be accessed on a public google drive here: <https://drive.google.com/drive/folders/1zZxFFJDHfvcvSKSop7JullPZ1rY9cg4Xy?usp=sharing>