

Equal Opportunities and Diversity Policy

Statement of Intent

This Statement of Intent sets out J Clare Productions Ltd.' commitment to Equality and Diversity.

Equality is about ensuring everybody has an equal opportunity, and is not treated differently or discriminated against because of their characteristics.

Diversity is about taking account of the differences between people and groups of people, and placing a positive value on those differences.

Artistically, our mission is to actively seek out, mentor, nurture and place on our stages writers and artists from the widest possible pool of talent and ensure that their work reaches the most diverse possible audiences across London, nationally and internationally.

Diversity will be a key consideration in artistic and organizational planning. All staff, partners and contractors are encouraged to take responsibility for furthering the aims defined in this document within their own areas and departments. This will be ensured in the following ways:

- It will be an agenda item for every Advisory Board meeting
- It will be front and centre when putting together each individual production to ensure that teams are demographically balanced wherever possible.
- Every opportunity will be taken to open roles to under-represented groups specifically targeting them in every casting process
- Monitoring statistics will be kept for every production covering creative team, performers, stage management, partner organisations/venues and sub-contractors

Equal Opportunities

J Clare Productions Ltd. aims to ensure that no staff member, volunteer or organisation/individual to whom we provide services will be discriminated against by us on the grounds of age, race, gender, sexual orientation, disability, religious or political beliefs, medical condition, economic status or educational background.

Equality will be promoted in the following ways:

- It will be an agenda item for every Advisory Board meeting
- Publicity and marketing campaigns will vary by subject matter of each specific production, however J Clare Productions Ltd. will ensure, wherever possible, that these campaigns are seen through the prism of diversity, in particular making sure to target BAME and working class audiences
- In service of making productions accessible to under-represented groups, J Clare Productions Ltd. will ensure that a proportion of affordable tickets are made available.
- Subject to venue restrictions, all productions where JCP is the lead producer will set and monitor accessibility targets, recording the following:
 - Audio described performances
 - Guide-dog accessibility
 - Wheelchair accessibility
 - Induction loop systems
 - Signed performances