

INCLUSION ACTION PLAN

Priorities for 2022-23

HR, Governance and Office Culture

- Introduction of development position on our Board
- Review and overhaul our induction processes for both employees and trustees, centring our stance on inclusion and anti-racism
- Research and implement schedule and more robust process for gaining staff feedback on wellbeing and office culture
- Review freelance pay policy and build freelance toolkit to support self-employed practitioners
- Trial 32 hour working week

Programming

- Diversify and expand our programming and curatorial voice through the development and enhancement of our open call
- Restructure the festival programming team for a more flexible approach, creating space for more paid freelance roles and opportunities



- Expand our work with community partners, developing trust and long-term relationships ensuring partnership working happens year round, beyond individual projects

Marketing & Communications

- Develop the Organisational Values section of the website, sharing plans, policies and action plans, regular updates through blogs written by the whole team
- Regularly share updates across social media

Last updated 20 June 2022

