



SHOOTING FISH

EQUALITY, DIVERSITY AND INCLUSION POLICY AND ANTI-RACISM ACTION PLAN

Shooting Fish promotes theatre as an activity for all. Shooting Fish is committed to providing access for all people to the arts as participants, practitioners and audience, throughout the range of its activities. It is our aim that all activities we undertake should be collaborative, accessible, conscientious and empowering.

In order to achieve this Shooting Fish ensures that all job applicants, employees, participants and audience members across the range of company activities are treated equitably and encouraged to develop and maximise their true potential. This is irrespective of age, disability, gender including transgender, HIV/AIDS status, marital status including civil partnerships, pregnancy and maternity, political opinion, race/ethnicity, religion and belief, sexual orientation, socio-economic background, spent convictions, trade union activity or membership, work pattern on the basis of having or not having dependent's, or on any other grounds which are irrelevant to decision-making.

Shooting Fish recognises discrimination as being a process of acting unfairly against an individual or group by exclusion, verbal comment, denigration, failure to appreciate needs or the assumption of such needs without consultation.

Shooting Fish believes that the value of an Equality, Diversity and Inclusion (EDI) Policy lies not merely in its intention but in its practical delivery. It is important, therefore, that the company also reflects, where possible, its EDI Policy within the content areas of its programme of work.

It is the responsibility of the Management Team to monitor the effectiveness and develop where necessary the EDI Policy and make reports to the Board of Trustees. Each member of the company has responsibility for their own compliance.

This policy and associated Action Plans are monitored and reviewed annually by Shooting Fish's Board of Trustees.



ANTI RACISM ACTION PLAN

Introduction

The Anti-Racism Plan seeks to ensure that everything we do across the organisation is representative of the UK in the 21st century. We understand that there is much more we can do to represent and reflect the diversity of modern Britain; in terms of the content and themes of our productions, in our workshops and in the makeup of our Board, staff and freelance teams. This is an organic document and will respond, evolve and develop.

We are committed to better understanding the impact of our actions, both conscious and unconscious, and the responsibility we have to address processes and systems of racial inequality and racism, as well as instances as they arise.

We are vocal not only in our support of efforts to promote racial equality and diversity but also in our condemnation of racism, micro-aggressions and social discrimination whenever and wherever we see it. We have a zero-tolerance policy to racism within the company.

As a company committed to the transformative effects of the arts and presenting inspirational/aspirational role models for young people, we embrace the responsibility of representation and allyship.

Shooting Fish commits to:

Reflect/Interrogate

We continually review our structures and activities; how we make decisions, who we work with and how we frame conversations/discussions.

- We undertake annual reviews of our EDI policy and procedures
- We have a designated Trustee as champion for Equality, Diversity and Inclusion (EDI) they are a point of contact for all those with whom we engage
- Creative Reflection; pre- and post-project EDI assessment; including representation in our creative pool, casting/company recruitment, diverse storytelling, audience/service user development

We are prepared to ask hard questions. We are an open and listening organisation and interrogate our actions and decisions.



Learn

We embed continuing learning and development around issues of EDI as part of our staff induction and training.

- We undertake, at bi-annually, diversity, anti-racism and unconscious bias training for Trustees, Management Team and staff
- Ensure all freelance practitioners read our EDI policy as part of induction
- Trustee/employee induction processes include the above training and awareness
- Ensure our policy and procedures are developed and reviewed by those with lived experience.
- Seek advice and consultation from organisations that know more than we do.

Train and Recruit

Our recruitment is transparent, targeted and committed to increasing diversity and opportunity with the workforce. Our Practitioners must be representative of the people we lead workshops with and we actively seek to increase the number of people of ethnically diverse backgrounds. We will:

- Share our ads and roles with diverse networks
- Apply the Rooney: interviewing at least 1 person who is ethnically diverse for each role we interview for
- Ensure new staff are clear about how to cascade complaints
- Ensure that individuals are selected, promoted and treated on the basis of their relevant merits and abilities

Collaborate

We will ensure that the creative talent pool we work with fully reflects 21st century UK. The stories we tell will be considered in the light of diverse, lived experience. We will:

- Seek out and develop diverse storytelling
- Adhere to Equity's Manifesto for casting
- Widen our creative network by collaborating with people from ethnically diverse backgrounds and/or those championing diversity
- Increase the number of artists from these backgrounds on our database of creatives, freelancers, stage management, etc
- Prior to rehearsals or production, have candid meetings with Practitioners so they can have input into scripts and programmes so they are truly representative and are not perpetuating harmful stereotypes



Communicate and Promote

We articulate the work we do in promoting equality, diversity and inclusion. We ensure our own teams are fully informed and feel able to contribute to discussions and are proud to advocate. We consider how we approach different audiences and tailor our messages accordingly. We seek to give confidence and reassurance to those we work with that we are open and inclusive.

- We do not use marginalising acronyms. We speak to the personal rather than the collective
- Our website, social and print media should always reflect the diversity of our audiences and participants both in tone and imagery
- Our marketing and press is tailored, inclusive and aware

Advocate

We understand that it is not enough just to address our own shortcomings but to stand up when we see shortcomings elsewhere. To be active in our allyship with our colleagues and to be part of wider action to force change. We will use our influence, where possible, to effect change. We will:

- Listen to, support, nurture and champion our entire team and model best practice
- Provide a safe and positive working environment and expect and demand the same from collaborators, co-producers, touring venues, etc
- Employ Zero tolerance to reported racism: end onus on 'proof' and investigate all complaints without censure or judgement.
- Champion diversity and inclusivity initiatives e.g. Inc Arts Unlock, The Black Curriculum, Artistic Directors of the Future, #BAMEOver, etc