



Equality & Diversity Policy

Opening access, being representative, and diversifying talent are core strategic aims led by the Artistic Director/Producer, with Board support. All our core processes and policies are driven by the aspiration for the Theatre to be a proven place of opportunity for all with diverse and brilliant plays on stage and renewed and inclusive public engagement.

Diversity will be a key consideration in artistic and organizational planning and all contracted staff are encouraged to take responsibility for furthering the aims defined in this document within their own areas and departments.

Creative Case for Diversity

We are outward-looking, inclusive, long-term, and development-focused – futureproofing ourselves by drawing the most brilliant talent not from the small proportion whose contacts, social mobility, opportunity, and class ease them into a professional career in theatre, but from the widest possible proportion of people for whom a theatre career may seem a distant or unimagined ambition.

In the appointment of creative teams, and in the casting process we will strive to represent the wider community, in terms of race, gender, and social/economic status.

We test our decisions throughout the process to ask if we have made enough active choices and fulfilled every opportunity across the project to be as representative, open and diverse in the talent as we can be.

We regularly audit creative artists working with us and foster relationships with practitioners who can bring new perspectives and new methods of working.

A culture of learning and progression is supported by rigorous and constructive evaluation for each project and an ongoing review process for organizational and operational systems which support the work.

Equal Opportunities

Frinton Summer Theatre is an equal opportunities employer. It aims to ensure that no job applicant receives less favourable treatment on the grounds of gender, race, colour, nationality,

disability, ethnic or national origins, class, marital status, civil status, sexual orientation, gender re-assignment, age, trade union activity, political or religious belief.

Applications from people with disabilities of any kind are welcome. Selection criteria and procedures will be kept under review to ensure that individuals are selected, promoted, and treated on the basis of their relevant merits and abilities. Improved advertising style and recruitment methods are reviewed regularly.

Leadership and Workforce Diversity

We embrace diversity of experience and thought, and we seek to cultivate leaders, as well as entry level and training opportunities.

Through trainee and apprentice schemes we create entry level opportunities to mentor and develop the best and the brightest talent from the widest pool, encouraging those for whom opportunities in theatre may have been hard to come by and supporting them across all departments to fulfil their potential.

We will review, refresh and revise our recruitment procedures and practices to ensure we are reaching, attracting and appointing a workforce who will bring to us a diversity of background and experience alongside their work-based skills.

Audience Development and Public Engagement

Each campaign for each show will be seen through the prism of diversity. We will foster a culture of simultaneously attracting new audiences and encouraging repeat attendance and loyalty.

We will seek to broaden our local, national and international reach, using digital strategies alongside traditional marketing and personal contact, reaching out to all sections of our society. We will be rigorous in collecting and analysing data and get to know our audiences.

We will strive to make our performance space and our performances as accessible as possible and audit this regularly. We want to be open, friendly and welcoming and provide an environment in which audiences, artists and staff come together to make and experience the best theatre.

Partnerships and Collaborations

We are committed to a culture of collaboration; embracing partnerships and working relationships which enrich both our artistic programme and our operational approach.

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