

Theatre Arts Action Trust Equality, Diversity and Inclusion (EDI) Strategy

1. Our commitment

The Headgate is committed to being an inclusive and diverse cultural organisation, representative of our local community.

We wholeheartedly believe that a culture of equality, diversity and inclusion across all of our work makes us a strong, creative and relevant space for all in our local community and beyond.

We want everyone who visits us, or works with us, to feel welcome and respected.

2. Our guiding principles

The Headgate seeks to

1. foster a community that welcomes both new audiences and encourages repeat attendance
2. broaden our local, national and international reach, using digital strategies alongside traditional marketing and personal contact.
3. make our building and our performances as accessible as possible and audit this regularly, internally and externally
4. create and maintain an inclusive space that is positive and supportive
5. create an environment in which differences and the contributions of all involved are recognised and valued
6. be open, friendly and welcoming and provide an environment in which audiences, artists, staff and volunteers come together to make great experiences
7. be a learning organisation open to change through training and shared knowledge to enhance diversity, inclusion and accessibility
8. build opportunities to engage with groups who are not well represented in our activities
9. make our facilities a welcoming resource for the community
10. ensure EDI runs through all our activities, strategically and operationally.

3 Our strategy in practice

- The Board has an explicit commitment to equality, diversity and inclusion. This is an on-going organisational priority and is reported on and discussed at Board meetings in response to feedback from the EDI portfolio holder and Theatre Director.
- The Board is clear that this strategy will continue to evolve over time.
- The Theatre Director, Sub Groups and EDI portfolio holder are responsible for translating the strategy into practice, identifying priorities in what we need to do and what we might do more or differently.
- The Sub Groups all play a part in identifying aspects of the strategy that have direct relevance to their area of responsibility.
- The Strategy will be revised on a regular basis.
- The Strategy will be posted on our website.

4 Our priorities for the next three years

1. To ensure that our recruitment processes attract and welcome a diverse range of applicants reflecting the communities we serve.
2. To include information in all induction packs regarding equality, diversity and inclusion.
3. To have a clear action plan in place to increase diversity of audience, performance, volunteers and trustees.
4. To aim for 100% of staff, volunteers and trustees to have taken EDI/accessibility awareness training.
5. To remain vigilant in seeking to make the Headgate accessible externally, within the buildings and in the auditorium.
6. To continue to pursue the local authority regarding the external access including the condition of roads and pavements.
7. To continue to assess the possibility of ramped access at the main entrance.
8. To ensure that the Headgate's website, web content, social media and print meet minimum accessibility standards - and aim higher.
9. To actively seek feedback from volunteers, staff, patrons, hirers and other stakeholders regarding their accessibility needs and experience at the Headgate.
10. To aim for Equality, Diversity and Inclusion to be a consideration in everything that we do.
11. To foster an environment where every voice is heard and one where we can all work together in respectful and inclusive ways.

For information

TAAT also has an Equality Policy which relates to this Strategy

Purpose

To

- provide equality, fairness and respect for all in our employment, whether temporary, part time or full-time or on short term contracts
- provide equality, fairness and respect for all our volunteers
- not unlawfully discriminate in respect of the Equality Act 2010 protected characteristics
- oppose and avoid all forms of unlawful discrimination.

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