

THE TETLEY

EQUITY STATEMENT

The Tetley recognises, respects and values people's differences. We aim to create a workplace where diversity is valued and conditions support an individual's needs, where we devise and deliver a programme that champions diverse voices and which supports individuals who may have faced barriers to developing their creative practice and where we work to transform inequities in our sector and in the communities we serve.

We understand that if The Tetley is to achieve these goals, our staff, trustees and the practitioners we work with need to reflect the diversity of Leeds, and to understand the interests and cultures of the individuals and communities who live here.

Through our commissioning and exhibitions programme, The Tetley has been proactive in its approach to diversity and inclusion. This plan looks to a future where more people will feel that The Tetley is relevant to them and opportunities to engage – as a trustee, as part of the staff team, as an artist, participant or a member of the audience – are open to everyone.

We know that to achieve this we must act to change our own internal practices and adopt a principle of equity, rather than equality. We must identify the means and support needed to change the organisation to enable those who are currently underrepresented in our staff team and in our programme to flourish. In order to achieve this, we have an Equity Action Plan that sets out clear targets to work towards these goals.

All trustees, employees, volunteers and creative associates are expected to apply the principles outlined in this statement and contribute to the development and implementation of our Equity Action Plan.

The Equity Action Plan is in addition to legislative compliance relating to the Equalities Act 2010. In line with Equalities Act 2010, Arts Council England policy and in consultation with our team, this Action Plan relates to

- Age
- Care responsibilities
- Disability
- Ethnicity
- Gender
- Marriage and civil partnership
- Migration and asylum
- Neuro-diversity
- Pregnancy and parental leave
- Religion and belief
- Sexual orientation
- Socio-economic status

Embedding equity across The Tetley

The Tetley Equity Action Plan is designed to monitor our progress in our stated aims and to map out proactive initiatives to achieve these goals. The Plan also provides a framework to ensure that people connected to The Tetley are treated fairly and with respect to their needs. Initiatives are specific and achievable and mapped over a given period.

The Action Plan has been designed against the key strategic priorities that make up The Tetley's Business Plan 2018-2022.

1. To produce excellence
2. To champion diversity across all levels of The Tetley's organisation
3. To grow audiences across all The Tetley's spaces, on and off site and digitally
4. To continue The Tetley's award-winning participation work with children and young people
5. To influence transformational programmes helping to redefine the city and the North
6. To be financially stable and maximise commercial opportunities
7. To become an exemplar of good governance.

Aims

The Tetley has the following high-level aims for its Equity Action Plan:

1. Ensure The Tetley's artistic programme is available to a broad spectrum of practising artists and that the artists in the programme reflect the diversity of contemporary Leeds
2. Increase the diversity of our audiences to better reflect the diversity of contemporary Leeds
3. Play a central and transformative role in building a compelling case for Equity in Regional, National and International debates and interrogate 21st century notions of difference and inclusion
4. Promote and develop understanding of equity throughout The Tetley and its networks
5. Diversity of staff (including the Board and volunteers) to more closely map the diversity of Leeds.

Monitoring & Development

The Equity Action Plan is the responsibility of the Director. It is reviewed quarterly by the Equity Committee which includes representation across the organisation, with minutes of the meetings submitted to PSL Board meetings. In addition, the Plan is reviewed annually by all staff in a designated meeting where achievements are assessed against the targets and any issues and opportunities identified which should be reflected in a revision.

The assessment and proposed revisions will be taken to the Board for an annual review.

Current version: May 2021

Review due: May 2022

