

## **Inclusion and Anti-Racism Working Group: Terms of Reference**

### **Background**

SOLT and UK Theatre's 2017 Workforce Review indicated that the theatre industry faces a range of long-term diversity and inclusion challenges. Subsequent campaigns such as We Shall Not Be Removed from the Disability Arts Alliance and the Black Lives Matter movement returning to prominence in 2020 have highlighted the continuing prevalence of these systemic issues – many of which have been exacerbated by the Covid-19 pandemic.

These challenges include low workforce representation from some demographics, particularly disabled workers, those from ethnically diverse backgrounds, workers from a low socioeconomic background, and those with caring responsibilities. This is in part caused by high barriers to entry and retention, career progression and pay parity issues which particularly affect these groups.

UK Theatre and SOLT's ambition is to continue to build on our workforce development work to implement a range of diversity and inclusion initiatives to nurture the future workforce and support and invest in the current workforce. Our aim is to assist the sector in removing exclusion and improving the diversity of the theatre and performing arts workforce. We will do this by stimulating debate, provoking actions, challenging outdated thinking, highlighting best practice and leading.

Our diversity and inclusion work complements the other aspects of SOLT and UK Theatre's workforce development strategy which focuses on the industry's working culture, and skills and training.

### **Purpose**

The working group has been formed to:

- Help shape SOLT and UK Theatre's response to diversity and inclusion issues, providing support in the implementation of any relevant initiatives
- Guide SOLT and UK Theatre on the development of support and guidance for members, with the aim of encouraging engagement, proactivity, and empowerment to implement change
- Assist SOLT and UK Theatre in gathering and interpreting relevant data and subsequently creating appropriate actions
- Ensure that SOLT and UK Theatre's diversity and inclusion initiatives involve the input of those directly affected by the challenges each project is addressing
- Promote and share best practice and learnings from the sector
- Advise on prioritisation of projects

### **Reporting**

The working group makes recommendations for solutions to the SOLT and UK Theatre Boards, who have ultimate responsibility for approving any proposals.

### **Working Group Members**

It is important that our working group is made up of a mixture of skills, demographics and experience in order to achieve diversity of thought and opinion. With this in mind, the group should represent as many of the following skills, demographics and experiences as possible.

#### Skills:

- Change management and organisational culture
- Education, learning and participation
- Equality, diversity and inclusion
- Recruitment
- Wellbeing and mental health

#### Demographics:

- As wide a range of demographics as possible across age, disability, gender, race, religion or belief, sexual orientation and socio-economic background
- Individuals from all areas of all four nations (England, Northern Ireland, Scotland, Wales)

#### Experience:

- Individuals with lived experience of ableism, sexism, racism or other forms of discrimination, particularly relating to the [protected characteristics](#)
- Parents and carers working in the theatre and performing arts industry
- Freelancers working in the theatre and performing arts industry
- Representation from both the commercial and subsidised sectors, across venues and production companies
- Representation across a range of roles: creative, administrative/managerial and technical

The working group will be comprised of the following: representatives of both the SOLT and UK Theatre Boards (approx. 4 total), representation from freelancers (up to 2 total), and relevant SOLT and UK Theatre staff (approx. 3 total) The working group will comprise a maximum of 15 people.

#### Working group members can be appointed through:

- Representation from individuals who contact SOLT/UK Theatre and set out their relevant experience
- Proposal and recommendation from existing working group members or SOLT and UK Theatre Board members

#### **Working group meeting structure and procedure**

- We anticipate holding four online meetings a year, to improve access, maximise attendance and remove the need for travel time and cost
- The working group will be chaired by the Head of UK Theatre and Workforce Development or participating members of the SOLT and UK Theatre Boards
- Meetings will be called by SOLT/UK Theatre, giving ideally one month but a minimum of one week's written notice to all members of the working group
- Decision-making will be based on a simple majority
- Notes will be taken and shared with the working group
- The quorum will be whichever is the higher of 3 and 50% of working group membership

- Payment for attendance at Working Group meetings is available for freelancers, at a rate of £150 per meeting
- Live captioning / BSL sign-language interpretation can be made available for meetings if required

### **Review**

The continued need for and role of the working group, and the makeup of the constituents, should be considered on an annual basis.

2 March 2022