

# ARTFORM

Piece by piece, only way to make a work of art.

## EQUALITY, DIVERSITY & INCLUSION (EDI) POLICY

Artform is committed to being a diverse and inclusive organisation, representative of the community around us. Everyone who works with us, on and off the stage and within our audience should feel welcome and encounter a respectful environment.

Whilst recognising that this is an evolving and ever-changing endeavour Artform will strive to respect not only all communities by work produced and the participants who are involved but also to treat each and every one who encounters Artform equally, fairly and above all with openness and kindness.

This policy should also be read alongside our *Code of Conduct & Behaviour Expectations* document, *Abuse of Power, Bullying, Harassment & Unwanted Sexual Attention Policy*, our *Vulnerable Adults Safeguarding Policy* and where applicable our *Child Safeguarding Policy*.

### Equality

The feeling of being valued as an individual and being treated equally, according to those needs specific to that person and their unique characteristics is how equality is best demonstrated. A fair and equal outcome is not always what first appears as obvious or indeed the easiest, but it is what is right and just.

### Diversity

By celebrating our differences and valuing what makes us unique is how diversity is best served by any group or organisation. These differences may not be visible at first glance but they are just as important and valued as those that are and by respecting and acknowledging these, we can make people feel their contribution is important as anyone else.

### Inclusion

With the provision of a space where everyone has equal access to take advantage of the opportunities and resources on offer, everyone can feel valued and respected in who they are and what they can bring to the activity.

Artform recognises discrimination as being a process of acting unfairly against a group or individual by exclusion. This can be through, but not exclusive to, verbal comments, denigration, failure to appreciate requirements or the assumption of what these might be without due consideration and consultation.

Through the work we do, the policy documents we have created and the atmosphere we strive to foster, Artform will continuously build on:

- An environment and organisational structure that demonstrates inclusive and fair behaviour;
- Challenge any behaviour that is unacceptable;
- Continue to make adjustments where reasonable, fair and necessary;
- Comprehend and remember that our responsibilities include auditions, rehearsals, performances and social events that are held under the Artform banner;
- In a swift and fair a manner as possible, respond to any complaints or concerns raised.

## **Fair Casting Policy**

Artform is committed to an open, fair and inclusive casting policy.

No preconceived ideas are held as to the ethnicity of any role and someone's ethnicity will not be a factor in any casting decision, unless specified in the script or stated by the rights holders.

Actors of all gender identities are welcome, and indeed encouraged, to audition for any role. Please however bear in mind that we are not at liberty to transpose any vocal lines and require performers to sing in the original keys as set out within the score. No alterations are possible of any libretto text, including any changes to genders, unless stated the rights holders.

Artform encourages performers with disabilities to audition, subject to any access requirements which cannot be met by the venues used for performances.

Each show is a complex jigsaw, and casting is part of this puzzle, so whilst casting of roles may need to be relative with regards to age, we encourage all ages to audition

for the part they feel they would best be suited. Artform are unable to cast anyone under the age of 16, unless required by the show itself.

As with all policies this is not the ultimate version or complete solution to the challenges that face any organisation but are in fact an organic and living set of documents that whilst subject to annual review will also be updated as and when required and necessitated throughout the year.

## **Policy Review**

This policy will be regularly monitored by the Artform Board and will be subject to annual review.

Written: September 2025

Reviewed by the Artform Board:

Next Review: