**BOP EQUALITY ACTION PLAN – 2016/2017**  ⚫⚫⚫

## Artistic Programme

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| What result we want to see | How we’ll achieve it - Action | Who will benefit | When we’ll do this by | How we will know that we’ve done it | Who is responsible | What progress have we made |
| Make work that is interesting for other groups of people who are protected by law from discrimination. For example because of their race, their age, their gender or their disability. This year we'll focus on gender. | Talk to Stellar Quinnes, a Scottish company that celebrates the energy, experience and viewpoint of women, about a possible coproduction. We'll also talk to female disabled artists and performers. | Gender | February 2017 | Solid plans in place for 18/19 coproductionWe'll make a show with Stellar Quines and female disabled artists and performers in either 2018 or 2019 | AD - GR | ⚫ Coproduction with Stella Quinnes now embedded in 18 – 21 business plan |

## Outreach & Development – Education

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| What result we want to see | How we’ll achieve it - Action | Who will benefit | When we’ll do this by | How we will know that we’ve done it | Who is responsible | What progress have we made |
| Better engagement with Sector and young dis people around barriers  | Launch barriers report and run involvement event | Disability | End 2016 | Event takes place | Development Associate | ⚫ Event held and will feed into work in 17/18 |

## Marketing & Communication

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| What result we want to see | How we’ll achieve it - Action | Who will benefit | When we’ll do this by | How we will know that we’ve done it | Who is responsible | What progress have we made |
| Increase our marketing engagement with blind/visually impaired audiences | Link with targeted routes – Insight Radio, podcasts by Scottish blind people, etc – to raise profile of company with blind people outwith production cycles | Disability | January 2017 | At least three features broadcast through these routes | Development Associate | ⚫ Database has been compiled – to be revised/improved upon by 31/1 |
| Increase our marketing engagement with blind/visually impaired audiences + users of assistive online technology | Assess new website design to ensure best possible access for screen-readers and those using switch control – implement changes if needed | Disability | August 2016 | Concise report on the accessibility of our new website | AD - RSG | ⚫ New website now in place – ALT tags and other access features added |
| Develop engagement with artists and audiences to show our commitment to all equalities group | Publish accessible/EasyRead Equalities Action Plan on website with concise monthly update on progress | All | Dec 2016 | Presence of up-to-date online Action Plan | AD - RSG | ⚫ Accessible action plan now on website |

## Finance & Administration

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| What result we want to see | How we’ll achieve it - Action | Who will benefit | When we’ll do this by | How we will know that we’ve done it | Who is responsible | What progress have we made |
| Having a systematic approach to identifying and responding to the access requirements of everyone we engage with | Develop online form to capture access requirements – distributed to all employees/freelancers/ participants | All (not restricted to disability) | July 2016 | Use of form – from July onwards | Development Associate | ⚫ Form now in use for all projects |

## Governance

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| What result we want to see | How we’ll achieve it - Action | Who will benefit | When we’ll do this by | How we will know that we’ve done it | Who is responsible | What progress have we made |
| Increase representation of BAME people on our board | Assess applications for board membership (closing date 31/3/16) and, if required, extend call-out with clear desire to recruit at least one board member with BAME experience – targeted through appropriate routes | Race | April 2016 | Presence of at least one board member with BAME experience | CEO - RSG | ⚫ One BAME board member recruited |

## Employment & HR

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| What result we want to see | How we’ll achieve it - Action | Who will benefit | When we’ll do this by | How we will know that we’ve done it | Who is responsible | What progress have we made |
| Gain a better understanding of the gaps in terms of protected characteristics of who we employ | Make sure we know about the identities of everyone who has worked on all our projects. Record the information to help us see gaps and work out where we need to fix problems | All | February 2017 | Over 75% of employees/freelancers complete the form | AD – RSG | ⚫ Online data capture system now in use for everyone we work with |
| Improve our knowledge of advertising routes for posts and freelance opportunities – with a focus on reaching BAME communities | Compile concise database of routes through which we can advertise employment/freelance opportunities | All – focused on BAME | December 2016 | Database exists and is used | Projects Officer | ⚫ Database has been compiled |