

# BOP EQUALITY ACTION PLAN – 2018/2019 ● ● ●

## Artistic Programme

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
Increased understanding of disabled perspective	Produce a high profile musical in partnership with NTS as part of our 25th year, presented at Ed Fringe	Disability	Aug 2018	The show will have finished the run	RG/MT	Show was highly regarded by audience/press - possibility for onward touring
Creative work that explores intersection of disability with other protected characteristics touring to rural Scotland	Continual development of new play, supporting external playwright/ director.	Disability / LGBT	Jul 2019	Will have completed the tour.	MT/MR	Development going well, continuing prep work for touring in Jul 2019

## Outreach & Development – Education | BOP Artists | BOP Young Artists

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 understanding of the realities of being a young disabled person living today	Commission young disabled person to front a documentary	Disability / Age	Sep 2018	People will be engaging with the film and have a better understanding of what it means to be disabled	CM	Film has been finished but we are seeking out the best ways to publicise it
Working with more artists of colour	Have hosted artist from Rwanda for a week residency	Disability / Race	Sep 2018	Have completed residency with support from orgs and individuals	MT / CM	Hosted Anisia at NTS with sessions with other disabled artists from Glasgow
Sharing our learning about working inclusively with disabled artists with	Undertake another trip to Rwanda to follow up on work	Disability / Race	Nov 2018	Feedback from organisations worked with demonstrates the benefit of BOP sharing our learning with them	MT / RG	Successful follow up trip completed

more organisations/ individuals	started earlier this year					
More BSLIs trained in interpreting live performance	Continue to support SignArts, as part of Creative Licht initiative	Disability	May 2019	More BSLIs confidently working in the sector	CM / MT	Initiative is going well, reaching end of pilot phase in mid 2019

## Marketing & Communication

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
More learning impaired people engaged with and understand the company	Create an Easy Read version of Equalities Policy	Disability	Sep 2018	Document is engaged with by people with learning impairment on our website	CM	Feedback from people with learning impairments was that written doc not ideal format - that video would be more accessible.

## Finance & Administration

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

## Partnerships & Leadership – UK & Internationally

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
SignArts are able to continue the Creative	Work with Creative Licht consortium to develop framework	Disability	May 2019	Creative Licht is continuing without support from	CM / MT	Waiting for pilot phase to be complete before

Licht initiative unsupported	for them to move forward			consortium organisations		can begin forward planning properly
More international organisations are supported to confidently work with disabled artists	Continue to develop relationship with British Council, taking our model from Rwanda to new countries	Disability / Race	Ongoing	More successful international trips to work with organisations completed	MT	Trip to Nepal confirmed, conversations about future visits to other countries ongoing

## Governance

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
More representation of disabled people on the Board	In response to recent resignations - we will recruit at least two new people who identify as disabled to the BOP board, putting in place all necessary support	Disabled	Dec 2018	At least one new board member who identifies as disabled will be in place	RG	Achieved
More representation of people of colour on the Board	Recruit at least one new person who identifies as POC to the BOP board, putting in place all necessary support	Race	Dec 2018	At least one new board member who identifies as POC will be in place	RG	Still seeking individual

## Employment & HR

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
Increased number of applications from BAME practitioners to bolster the	Create list of networks that will increase likelihood of reaching	Race + Disability	Jan 2019	Networks database in existence and	MT	Database made and being reviewed. Will be

diversity of who we work with	BAME artists/employees – ensure all opportunities (jobs, tenders, etc) use this list			being used routinely		used for all future opportunities