

BOP EQUALITY ACTION PLAN – 2019/2020 ● ● ●

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
More work by disabled women as part of BOP's programme	Offering opportunity alongside Stellar Quines for female-identifying disabled artist to create work	Gender + Disability	December 2019	Having new female artists to work with in future	RG / MT	<ul style="list-style-type: none"> Meeting w/ SQ 12/9 - launch of opportunity planned for Nov 2019
More work by disabled women as part of BOP's programme	Through development of 'Mother; identify a female Associate or Lead creative team member	Gender + Disability	December 2019	Person in creative team as director / writer etc	RG	Dev work on this project paused for review around easter 2020

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

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Diverse Young Artists group that address all access requirements and identities	Recruit and train Development Officer to find diverse group of young people through accessible marketing	Gender Disability Religion G-RE	July 2019	Active group with access statements and needs met	MT / Development Officer	<ul style="list-style-type: none"> Officer (Morna) in place - group meeting on weekly basis

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
Our own website being accessible to as many people as possible	Complete access overhaul of website to include AD on all images – then fully audit site	Disability	Jan 2020	Website reaches appropriate accessibility standard	CM	<ul style="list-style-type: none"> ● Access audit completed. ● All old images now have Alt-text ● Need to do 2019 images
More learning impaired people engaged with and understand the company	Launch video explaining our work and approaches in an accessible ways	Disability	Nov 2019	Video is given a prominent position on website	CM	<ul style="list-style-type: none"> ● Audio recorded ● Audio to be edited into single track - shared with animator

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
BOP working in partnership with BAME leaders in the UK disability arts scene	Identify an organisation to co-host a residency in 20/21, building on the SQ model	Race + Disability	October 2019	Organisation identified and initial plans for residency in plan	RG	<ul style="list-style-type: none"> ● Discussion with board required to identify appropriate org

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 D/deaf people on the Board	Recruit one person who identifies as D/deaf to the BOP board, putting in place all necessary support	Disabled	September 2019	At least one new board member who identifies as D/deaf will be in place	RG	<ul style="list-style-type: none"> A potential board member has been approached.

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 diversity of who we work with	Create list of networks that will increase likelihood of reaching BAME artists/employees – ensure all opportunities (jobs, tenders, etc) use this list	Race Disability Gender	May 2019	Networks database in existence and being used routinely	MT	<ul style="list-style-type: none"> MR to finalise list of networks
Make BOP a more attractive employer for parents	Create Maternity & Paternity policy for BOP that follows industry best-practice	Pregnancy & Maternity	April 2019	Policy in place	RG	<ul style="list-style-type: none"> Policy in use
Make BOP a more supportive employer for women	Create a Period Policy	Gender	Dec 2019	Policy in place	MT	To be drafted