

BOP EQUALITY ACTION PLAN – 2020/2021 ● ● ●

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 women/disabled women as part of BOP's programme	Through development of 'Mother; identify a female Associate or Lead creative team member	Gender + Disability	Sep 2021	Person in creative team as director / writer etc	RG	<ul style="list-style-type: none"> ● Is feeding into early stage planning thinking
Greater representation of non-white disabled artistic leaders in Scotland	Recruit an Artistic Associate who is a POC	Disability + Race	Oct 2021 (or early 2022 tbc)	Person in post	MT / RG	<ul style="list-style-type: none"> ● Call out drafted
Racial diversity on stage	Ensure no all white casting in 21/22 onward programme	Race	March 2022	Diversity of casting	RG /MT	<ul style="list-style-type: none"> ● Something to Say casting, at least 2 POC

Outreach & Development – Education | BOP Young Artists

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Diversity within our Development Opportunities	Specify that there is a space specifically for a POC	Race + Disability	Sep 2021	We have recruited at least one POC in next in take	CM	<ul style="list-style-type: none"> ● Talk to co-producers early on in planning
Work with disabled young artists of colour	Young Artists third cohort focussing specifically on race and disability	Race + Disability	September 2021	Recruit a cohort of young artists of colour	MM	<ul style="list-style-type: none"> ● Recruitment of artist of colour to work on project (needs more structured planning)
Reach disabled people who are currently non-engaged in the arts	Through Slow Symposium activity, bringing in a steering group with diverse make up	Disability	Sept 2021	Disabled people engage as participants or audience who are new to the arts	MT	<ul style="list-style-type: none"> ● Planning in progress

Marketing & Communication

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Finance, Administration & Systems

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Better implemented equality monitoring processes	Make agenda point in all team meetings, spread responsibility across team	All	March 2021 March 2022	Strong data set collated	CM /All	<ul style="list-style-type: none"> It is now an agenda point for each team meeting

Strategic, 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 21/22, building on the SQ model	Race + Disability	Aug 2021	Organisation identified and initial plans for residency in plan	RG	<ul style="list-style-type: none"> Reaching out to co-producers
Expanded networks and working relationships with disabled artists of colour	Continue conversations with artists already have contacts with	Race + Disability	Dec 2021	More connected to a disabled artists of colour, supporting our programme of activity.	All	<ul style="list-style-type: none"> Meetings with some artists of colour have taken place

Increase awareness in sector of barriers and access requirements - esp with regards, mental health and interrelating barriers	Expand barriers spreadsheet and publish in resources	Disability	April 2021	Expand spreadsheet as team	CM /All	<ul style="list-style-type: none"> ● Set up planning session
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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
Diversity of the Board	Board recruitment	Race	March 2021	New Board members in place.	RG	<ul style="list-style-type: none"> ● New board members being 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
Flexibility within BOP advertised roles for job shares	Explore the viability of offering a job share for freelance roles	All	Aug 2021	Roles being offered with job shares being a clear & broadcasted option.	MR / All	<ul style="list-style-type: none"> ● Copy for call outs round SDR drafted
A more flexible approach to working hours to assist with potential caring responsibilities	Using SDR as a test, we will adjust working hours more so than in previous productions with this in mind.	All	April 2021	A better work/life balance is achieved by the SDR team	MT/MR	<ul style="list-style-type: none"> ● Hours during development week will be shorter.
A checklist to use in the promotion of opportunities and other call outs that	- Research cultural organisations with diverse networks.	Gender + Race + LGBT	Feb 2021 (for casting)	We are using a checklist to promote our future opportunities.	CM	<ul style="list-style-type: none"> ● Researching organisations to

helps us reach a wider pool of potential people.	<ul style="list-style-type: none">- Add to existing research.- Create a step by step checklist involving the above research		call out for S2S)			go into final call out checklist
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