



Equality, Diversity and Inclusion Action Plan

Ballet Ireland (BI) is committed to following the Action Plan set out below in order to embed Equality, Diversity and Inclusion (EDI) within our organisation and to ensure that everything we do makes reference to and considers the impact upon our EDI objectives. Placing EDI centre stage in our organisation will enrich the cultural landscape and ensure that the transformative power of dance will play its part in contributing to EDI for all in society.

AUDIENCES

Goals

- To be welcoming and accessible to all audiences including persons with disabilities both visible and invisible.
- To make live performance of ballet and dance available to as broad and diverse an audience as possible by continuing to share the magic of BI with our existing audiences while also seeking new and more diverse audiences, particularly audiences that are reflective of Ireland's diversity.
- To broaden and deepen community engagement by developing strategic partnerships and providing a platform for dynamic, sustained engagement and participation in the arts by diverse communities and making cultural experiences more accessible to them, in order for them to engage and participate meaningfully in the arts.
- To use digital technology and broadcasting media to ensure more people engage with ballet as an art form through our website, YouTube channel, other social media platforms, and through national and international broadcasting channels.
- To capture data that will measure audience engagement with ballet and their awareness of it, and assess what other opportunities might exist to take ballet to a broader audience.

Actions

- Ensure equality of access for those who use our services by:
 - carrying out an accessibility audit of the theatres we tour to.
 - exploring the possibility of having audio-described and/or sensory-friendly performances.
 - making our website fully accessible.
 - communicating to our audiences using inclusive language across all media (our website, social media and printed materials).
 - address how ballet is perceived and remove barriers to accessing ballet as an art form because of economic or other reason.
 - create shared experiences by continuing to make free events available in different spaces and places around Ireland.
 - presenting contemporary ballet repertoire that appeals to a range of diverse audiences.
 - present a variety of events which allow access at different price points.
 - take ballet beyond the confines of a conventional space/idea of a theatre and entice new audiences to explore ballet by continuing to develop initiatives such as pop-up events, community ballet and tickets in the community.
- Through further collaboration with bodies such as the Arts Council, we will ensure that the diverse communities of Ireland have the opportunity to immerse themselves in the artistic activities of BI each year by continuing to engage with schools, academic institutions, care homes, youth groups, family support groups and other community groups, welcoming them all to experience ballet.
- Continue to make our productions available to viewers through online broadcasts and across social media platforms on a free-to-view basis.
- Listen and learn from our audiences, in particular those with diverse requirements to ensure that any innovations we put in place are appropriate and useful. Explore how best to capture feedback from our audiences about current barriers to engagement with BI and to understand and put steps in place that will make BI more accessible and attractive for them.

EMPLOYEES, VOLUNTEERS AND BOARD MEMBERS

Goals

- To embed EDI in the workplace, recognising, respecting and valuing differences among our employees, volunteers and Board members in order to promote an inclusive culture for all.
- To create a working environment free of bullying, harassment, victimisation and unlawful discrimination, while promoting tolerance, fairness, dignity and respect for all. Ensuring that individual differences and the contributions of all employees,

volunteers, Board members, artists, visitors, the public and any others we meet in the course of our work are recognised and valued.

- To recruit and engage employees, volunteers and Board members without discrimination based on gender, sexual orientation, civil status, family status, religion, age, disability, race, membership of the Irish traveller community, or socio-economic status, as set out in the Arts Council's EDI Policy and Strategy.
- Develop a process to capture data to monitor the impact and success of our EDI policy.

Actions

- Treat each other with respect actively listening and hearing one another.
- Be welcoming and accessible to all employees, Board members and volunteers.
- Challenge inappropriate and offensive behaviours, using informal and open dialogue with colleagues and if needed, through HR policies and processes.
- Use gender neutral language across our organisation in all formal and informal correspondence and documents.
- Continue to provide training to employees, volunteers and Board members about equality awareness and about their rights and responsibilities under our EDI policy, including:
 - the responsibility to prevent bullying, harassment, victimisation and unlawful discrimination.
 - provide EDI training (including Safe to Create training) to all new employees, volunteers and Board members.
 - review EDI related policies annually, explain changes resulting from a policy review and provide training on the content of any new policies.
- Ensure the issue of gender equality and diversity is of central importance to our organisation and within all our existing HR policies, including:
 - recruitment, induction and performance management; state our support of diverse voices in our communications regarding employment opportunities.
 - assess more closely the diversity of our employees, volunteers and Board members in recruitment and Board selection processes.
 - carry out a review of the methods used for communication of all vacancies.
 - promote job opportunities through open and transparent recruitment processes.
 - provide equality and fairness for all job applicants.
 - ensure fair treatment of applicants which is free from bias.
- Capture data through a survey of employees, volunteers and Board members to assess how our EDI related policies and action plan are working, particularly in respect of the take up of any specific benefits against the ten grounds of discrimination so as to identify and address any unfavourable trends.

ARTISTIC AND PRODUCTION TEAMS

Goals

- To recruit and employ Artists and Production Personnel without discrimination based on gender, sexual orientation, civil status, family status, religion, age, disability, race, membership of the Irish traveller community, or socio-economic status as set out in the Arts Council's EDI Policy and Strategy, properly remunerating them for their work and honouring the principle of fair and proportionate rates of pay.
- To ensure BI is welcoming and accessible, safe and supportive to all our artists and production teams in all their diversity.
- To promote opportunities to the widest possible group of artists and production personnel and to encourage all artists and production teams to develop their skills and resources so that they can reach their full potential.
- To capture data and insights in relation to our artists and production personnel in order to inform our decision-making.

Actions

- Recruit people who are representative of the diverse and contemporary society which we live in.
- Continue to be committed to gender balance in our selection process in respect of our artistic and production teams and embrace the full diversity of their talent.
- Ensure all our artistic and production personnel feel equally valued, included and supported.
- Commit to paying all employees a living wage as a minimum and continue to subscribe fully to the Arts Council's 'Pay the Artist Policy'.
- Continue to make our performance spaces welcoming and accessible. Ensure we are a safe space for all artists and production teams with no tolerance for disrespectful speech or behaviour, harassment or bullying; treat everyone fairly and with respect.
- Continue to balance the gender of choreographers engaged by us by committing to the presentation of work by female choreographers and support work by female choreographers through the commission of new work.
- Support young and talented artists and production personnel in Ireland providing them with a springboard for their careers through professional training, mentorship, apprenticeship and employment.
- Collect and analyse data to better understand the ten protected characteristics as they pertain to artists and to gain a better perspective on the diversity of the artists who work with us.

- Explore how best to introduce a meaningful feedback mechanism among all our artists and production teams; evaluate our actions and outcomes and how they impact them.

MONITORING

The progress of the actions set out in this action plan shall be monitored on an ongoing basis by the General Manager who will present a report annually to the Board at the beginning of each year. EDI shall be an agenda item at each of the regular Governance meetings and at periodical Board meetings. The Board shall assess how BI's EDI Policy & Action Plan is working in practice and take action to ensure that the goals set out are achieved.

Our EDI action plan is a living document through which we aim to create a more diverse and engaged organisation of employees, volunteers and Board members. We know we might not always succeed in the goals we have set, but we aim to listen, learn and improve. We will strive to identify where improvement and changes are needed and continue to improve our action plan.

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