



# LANDMARK THEATRES

## Equality, Diversity and Inclusion POLICY

Department: People and Values

Approved: April 2024

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LANDMARK  
THEATRES



Landmark Theatres recognise that fostering a culture of Equity, Diversity, and Inclusion is not only a moral imperative but a fundamental driver of innovation, collaboration, and sustained success. Our commitment to EDI is rooted in the belief that a diverse and inclusive environment is not only a reflection of our shared global community but a catalyst for excellence in all aspects of our work.

The Organisational Values set out underpin all aspects of work at Landmark Theatres, and have been created to support the EDI strategy from concept to action.

1. **Include:** At the core of our EDI policy is the value of inclusion. We strive to create an environment where every individual, regardless of background, identity, or perspective, feels valued and included. We understand that diversity goes beyond visible differences and extends to the richness of experiences, thoughts, and ideas. By intentionally fostering an inclusive space, we aim to unlock the full potential of our team members and create an environment that reflects the diversity of the world around us.
2. **Collaborate:** Collaboration is the cornerstone of our approach to Equity, Diversity, and Inclusion. We believe that diverse teams bring a variety of skills, perspectives, and solutions to the table. By actively seeking and embracing different viewpoints, we enhance our creativity, problem-solving capabilities, and overall effectiveness. We are committed to cultivating an atmosphere where collaboration is not only encouraged but celebrated as a key driver of our success.
3. **Sustain:** Sustainability is integral to our EDI policy. We understand that creating a truly inclusive culture is an ongoing process that requires commitment and persistence. We are dedicated to the long-term sustainability of our EDI initiatives, ensuring that our policies, practices, and programs continually evolve to meet the needs of our diverse communities. By fostering an environment of sustained EDI efforts, we aim to create lasting positive change within our organisation and the communities we serve.
4. **Empower:** Empowerment is a guiding principle in our commitment to EDI. We strive to empower individuals from all backgrounds to contribute their unique talents and perspectives, providing equal opportunities for growth and advancement. By fostering a sense of empowerment, we seek to dismantle barriers and create a workplace where every team member feels confident, supported, and motivated to reach their full potential.



- 5. Innovate:** Innovation is fuelled by diversity. We believe that a mix of perspectives sparks creativity and drives innovation. Our commitment to Equity, Diversity, and Inclusion extends beyond compliance; it is an integral part of our strategy for staying at the forefront of our industry. By embracing diverse ideas and approaches, we position ourselves to innovate, adapt, and thrive in an ever-changing global landscape.

This EDI Policy is not just a set of guidelines but a reflection of our fundamental values. Through a collective commitment to inclusion, collaboration, sustainability, empowerment, and innovation, we aim to create a workplace where everyone can flourish and contribute to the success of our organisation.

## Our policies purpose

This policy's purpose is to:

1. Provide equality, fairness and respect for all in our employment, whether volunteer, temporary, part-time or full-time
2. Not unlawfully discriminate because of the Equality Act 2010 protected characteristics of:
  - age
  - disability
  - gender reassignment
  - marriage and civil partnership
  - pregnancy and maternity
  - race (including colour, nationality, and ethnic or national origin)
  - religion or belief
  - sex
  - sexual orientation
3. Oppose and avoid all forms of unlawful discrimination. This includes :
  - pay and benefits
  - terms and conditions of employment
  - dealing with grievances and discipline
  - dismissal
  - redundancy
  - leave for parents
  - requests for flexible working
  - selection for employment, promotion, training or other developmental opportunities



## Our Commitments:

1. Encourage equality, diversity, and inclusion in the workplace as they are good practices that make business sense.
2. Create a working environment where bullying, harassment, victimisation, and unlawful discrimination are not tolerated, and where dignity and respect are promoted for all. Managers and employees should receive training on their rights and responsibilities under the equality, diversity, and inclusion policy. It is their responsibility to conduct themselves in a way that ensures equal opportunities in employment and prevents bullying, harassment, victimisation, and unlawful discrimination. All employees should understand that they, as well as their employer, can be held liable for such acts against fellow employees, customers, suppliers, and the public during their employment.
3. Take complaints of bullying, harassment, victimisation, and unlawful discrimination seriously, whether they are made by employees, customers, suppliers, visitors, the public, or anyone else involved in the organisation's activities. These acts will be treated as misconduct under the organisation's grievance and/or disciplinary procedures, and appropriate action will be taken. Serious complaints could result in gross misconduct and dismissal without notice. Sexual harassment could amount to both an employment rights matter and a criminal matter, such as in the case of sexual assault allegations. Harassment under the Protection from Harassment Act 1997 is also a criminal offense, and it is not limited to circumstances where harassment relates to a protected characteristic.
4. Ensure that all staff has access to training, development, and opportunities for progress. Employees should be encouraged to develop their full potential so that their talents and resources can be fully utilised to maximize the organisation's efficiency.
5. Base decisions concerning staff on merit, except in any limited exemptions and exceptions allowed under the Equality Act.
6. Review employment practices and procedures when necessary to ensure fairness and update them and the policy to account for changes in the law.
7. Monitor the workforce's makeup regarding age, sex, ethnic background, sexual orientation, religion or belief, and disability to encourage equality, diversity, and inclusion. This will help in meeting the aims and commitments set out in the equality, diversity, and inclusion policy. Monitoring will also include assessing how the equality, diversity, and inclusion policy and any supporting action plan are working. This will also include assessing how the equality, diversity and inclusion policy, and any supporting action plan, are working in practice, reviewing them annually, and considering and taking action to address any issues. The action plan will include organisational SMART objectives relating to EDI along with accountability structures and timescales.



8. To create and present work which is truly reflective of the communities that we serve, broaden access to creative careers and continuously push to interrogate who's stories are told on our stages and how we tell them. We will seek to be both globally and locally representative in our programmes and see diversity as a pre-requisite to artistic excellence.

9. We will incorporate our values in all elements of the creative process and seek to consult the communities we serve to ensure our programme is relevant and reflective. We will value lived-experience equally with professional training and formal qualification and rigorously promote pathways to creative, artistic careers in our organisation. We actively seek to decolonise our dramaturgical process and embed access into all of our creative output.

## Agreement to follow this policy

The equality, diversity and inclusion policy is fully supported by the Senior Leadership Team and the Board of Trustees.

## Our disciplinary and grievance procedures

Details of Landmark Theatre's grievance and disciplinary policies and procedures can be found in the People and Values Policy Library. This includes with whom an employee should raise a grievance – usually their line manager.

Use of the organisation's grievance or disciplinary procedures does not affect an employee's right to make a claim to an employment tribunal within three months of the alleged discrimination.