



# The Culture Project

Photo credit: Alicia Clarke

## Statement on Equality, Diversity, Inclusion & Access

*Here at New Adventures, we are committed to achieving a working environment which provides equality of opportunity and freedom from discrimination, harassment, and bullying.*

We believe that everyone is entitled to be treated with respect and dignity. One of our core company values is Family and we have a long-held and shared commitment to supporting, developing and investing in all members of the New Adventures company and everyone involved with our work in whatever capacity – performers, creatives, crew, staff, dance artists, audiences, participants, trustees, students and partners.

We believe New Adventures should reflect the diversity of the UK on our stages, in our workforce, and in the audiences we reach.

Our ambition is to achieve greater diversity in the areas of gender, race and ethnicity, disability, sexuality, socio-economic background, faith and age.

We work together with partners to help us achieve these aims, these include Creative Access, Tonic, PiPA (Parents and Carers in the Performing Arts) and Stage Sight.

# Equality & Equity

Equality and Equity are both concepts that relate to fairness, but they are different.

## Equality

Equality assumes the objective is to treat everyone the same regardless of their starting point or their needs. A key shortcoming of this approach is that it can be blind to the historical and structural disadvantages of different members in our communities and in doing so can perpetuate disparities.

## Equity

Equity on the other hand gives strong consideration to the different starting points for different individuals and therefore aims to achieve fairness by providing resources according to need. Equity acknowledges the historical, systemic and structural disadvantages that different cultural and social groups may have been subjected to and strives to reduce barriers.



Photo credit: Kaasam Aziz

## Diversity

The concept of diversity involves recognising, understanding and respecting our individual identities and differences along different social and cultural dimensions.

These dimensions include but are not limited to: ethnicity, gender, sexual orientation, race, socio-economic status, age, physical abilities, religious status, marital status and parental status.

In understanding individual identities, we recognise that some categories of classification are not static, and we respect individual rights to self-identification.



Photo credit: Camilla Greenwell

## Inclusion

Inclusion is the practice of including people in a way that is fair for all, values everyone's differences, and empowers and enables each person to be themselves and achieve their full potential and thrive at work.

An inclusive workplace culture is one in which everyone feels that they belong, that they are safe in being themselves, and that their contribution matters. It is also a place in which policies, and practices are fair and a diverse range of people are supported to work together effectively.

To achieve genuine inclusion there must be positive action, including measures under the Equality Act 2010 to address past, present, and potential discrimination and barriers to enable and empower.



Photo credit: Johan Persson

## Access

The Social Model of disability is the way in which we frame, think about and talk about Deaf and disabled people. It is built upon the understanding that people are disabled by barriers in the world and in society, rather than by their impairments or conditions.

For the purposes of this resource, we are using Scope's Social model of disability: The Social Model of disability is a way of viewing the world, developed by disabled people. Scope's Everyday Equality strategy is based on this model of disability.

The model says that people are disabled by barriers in society, not by their impairment or difference. Barriers can be physical, like buildings not having accessible toilets. Or they can be caused by people's attitudes to difference, like assuming disabled people can't do certain things.

The social model helps us recognise barriers that make life harder for disabled people. Removing these barriers creates equality and offers disabled people more independence, choice and control.

Not everyone uses the social model and that's ok. How anyone chooses to talk about their impairment is up to them.

We also look to The Seven Inclusive Principles to educate ourselves around disabled people and non-disabled people.



Photo credit: Johan Persson

# EDIA Working Group

The Equity, Diversity, Inclusivity and Access (EDIA) Working Group is a committee of New Adventures that plays a key role in defining, monitoring, and ensuring greater transparency, visibility, and accountability for the EDIA Action Plan, which accompanies the EDIA Policy, including its development and implementation.

The aim of the committee is to support and uphold New Adventures' commitment to achieving a working environment which provides equity of opportunity and freedom from discrimination, harassment, and bullying. We believe that everyone is entitled to be treated with respect and dignity and to work in conditions that allow everyone working with, and for New Adventures, to thrive in a welcoming, inclusive, and equitable workplace.

The committee is also responsible for defining and monitoring the accessibility goals of the organisation, to ensure that all barriers to access are removed wherever they appear. This includes matters relating to access resources for productions and participation activity, recruitment processes, and working practices. The aim of the committee is to support and uphold New Adventures' commitment to ensuring that dance and careers in the cultural sector are accessible to everyone, both on stage and off.

## Membership

The membership of the EDIA Working Group is drawn from across different areas of the organisation including representatives from the Board, Leadership Team, the New Adventures staff team, production company Great Leap Forward and members of our freelance community whose roles encompass both on stage and off work.

Representation from those with a wide range of backgrounds and lived experiences is key.

If you would like to become a part of our Working Group please get in touch with:  
**Aysha Powell, Chief Operating Officer**  
([aysha@new-adventures.net](mailto:aysha@new-adventures.net)) or  
**Glenn Graham, Resident Artist**  
([glenn@new-adventures.net](mailto:glenn@new-adventures.net)).

## Current Members

Aysha Powell – New Adventures  
Bryony Harrison – Freelance  
Daisy May Kemp – Freelance  
Eman Bhatti – New Adventures  
Emily Piercy – Freelance  
Etta Murfitt – New Adventures  
Gavin Eden – Freelance  
Gemma Bishop – Freelance  
Glenn Graham – New Adventures  
Harry Ondrak-Wright – Freelance  
Isaac Bowry – Freelance  
James Miller – Great Leap Forward  
Jeanette Siddall – Trustee  
Jennie Green – Great Leap Forward  
Kenneth Olumuyiwa Tharp – Trustee  
Kerry Biggin – New Adventures  
Luke Murphy – Freelance  
Michela Meazza – Freelance  
Monique Jonas – Freelance  
Shelby Williams – Freelance  
Sophia Hurdley – Freelance  
Stephen Daly – New Adventures

# External Partners

## PiPA

We are a PiPA Charter Partner which means that we are committed to upholding best practice for a family-friendly workplace. Jennie Green is our PiPA Champion and has been since we became a Partner. We hope to have Kerry Biggin as a second Champion in the future. Our actions focus on recruitment, communication and advertising and adding caring responsibilities to our monitoring forms. We include the logo on recruitment materials.



## Stage Sight

We are a Stage Sight Member, which means we are committed to doing our part to make sure that the offstage workforce in the sector is inclusive and reflective of our society. There are lots of resources on the website and there will be networking opportunities throughout the year. We often advertise jobs through their Twitter and include the logo on recruitment materials.



## TONIC

We are part of the Tonic Advance Network which is a 4-year programme of training, networking and activity. Colleagues have recently attended sessions on supporting freelancers and have shared these notes with the team.



## Creative Access

We work with Creative Access for regular training, attend open workshops regularly, and use them for recruitment.

