

# Fringe By The Sea –

## Equality, Diversity & Inclusivity

Updated November 2020



### **Equality, diversity & inclusivity statement**

Equality, diversity and inclusivity (EDI) are central to Fringe By The Sea as we aim to create opportunities for people from a wide range of backgrounds to connect with the creative arts.

We see our role in promoting EDI being about removing barriers to accessing creative arts, supporting and reflecting different backgrounds through the creative arts and creating opportunities for people to work in, engage with, participate in and experience creative arts.

Our approach to EDI is to embed it through all aspects of our delivery including our programming, creative development, staffing and volunteering programmes, management.

We have an EDI Action Plan which outlines how we deliver on our EDI objectives.

Based on the demographics and information of our local area of East Lothian we have identified specific groups on which to focus. These are:

- Children and young people, particularly those living in poverty (East Lothian's child poverty rate is increasing, according to figures from Joseph Rowntree Foundation).
- Elderly, particularly those with dementia (East Lothian has a significant elderly population)
- Newcomers (East Lothian is one of the fastest growing local authority areas in Scotland)

### **Our activity**

From planning and programming to production and delivery, we proactively consider whether we are open to and accessible to as wide an audience as possible at every stage of development.

Our programming ambitions are to reflect the growing diversity of our local population and to support the work of creative artists from a diverse a range of backgrounds as possible.

We welcome submissions and applications from varied ethnicities and marginalised voices, and aim for a 50/50 gender balance across our programming and activities.

We welcome individuals, organisations and communities from all backgrounds and we are committed to offering equal opportunities through our employment and volunteering programmes as well as through all procurement and engagement. We are a Living Wage employer and work to advised industry rates for all those working in the creative arts.

Through our work with the local community in driving forward participatory projects, we aim to reflect the diversity of our community and engage potential participants who may not have the opportunity to experience creative arts. In particular we seek out participants who fall under the categories aligned to characteristics outlined in our EDI Action Plan.