



Pitchy Breath Theatre Company: Diversity and Inclusion Policy

Overview

Pitchy Breath Theatre Company puts diversity and inclusion at the heart of what we do. Our aim is to create an inclusive environment for our participants, and to increasing our engagement with groups who are traditionally under-represented in the performing arts. This policy sets out how we will work to support the principles of the Equality Act 2010, our expectations of company members and participants in supporting these, and how we will respond to reports of misconduct.

This policy should be read alongside our **Safeguarding Policy** and **Health and Safety Policy**.

Key principles

Pitchy Breath will build on our status and reputation as an accessible, inclusive and diverse theatre company, welcoming performers aged 18 and above, and encouraging audiences from all backgrounds to enjoy a quality theatrical experience at an affordable price.

We are committed to treating people with dignity and respect and valuing diversity. Our strength is in drawing from the varied experiences of our members and in providing opportunities for all to tell their stories, bringing people from different backgrounds together and producing productions that reflect the rich tapestry of our local community.

Pitchy Breath will operate in accordance with the principles set out under the [Equality Act 2010](#). As such, we do not discriminate against anyone based on their age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation.

Our objectives

We will:

- Celebrate diversity by showcasing new talent through original writing, directing and performances, by:
 - inviting unpublished writers to submit their ideas for our productions
 - encouraging and showcasing stories from under-represented voices and minority groups
 - holding workshops and open days to help attract new members from across the local area, particularly in neighbourhoods with traditionally low levels of engagement in the arts
 - promoting a participative approach to developing our productions.
- Provide a safe, inclusive and accessible environment for new and existing participants, by:
 - appointing a Safeguarding Officer and responding to complaints and misconduct promptly and effectively, in accordance with our Safeguarding Policy



- appointing a Health and Safety Officer to support the safety of our participants, in accordance with our Health and Safety Policy, including steps to mitigate against the risks from COVID-19
 - appointing a trained Mental Health and Wellbeing Officer to support the wellbeing of our participants, in accordance with our Health and Safety Policy
 - using venues and rehearsal spaces that are accessible for audience and participants
 - welcoming performers free of charge and casting our productions based on talent
 - promoting a supportive and nurturing environment for all our members.
- Work with the local community to create effective partnerships and attract new participants, by:
 - collaborating with and supporting other community organisations to encourage under-represented groups to participate in our productions and other activities
 - using a range of avenues and platforms to promote our work, encourage participation and communicate with our members.
 - monitoring audience and members feedback and participation levels through regular surveys to ensure we constantly improve our work with the local community.

Code of conduct

The safety and wellbeing of our members is our core priority, and everyone's responsibility. Anyone working with Pitchy Breath must behave in accordance with the following principles:

- All participants will be treated with respect, courtesy and dignity.
- Any form of discrimination, abrasive behaviour, bullying or harassment will not be tolerated, including language and humour that others find offensive and/or derogatory.
- We will support people who feel they have been harassed, bullied or discriminated against. Those who come forward with any complaints will not be victimised because they have raised a concern.

Reporting misconduct

We encourage our members to report any behaviour which is in breach of any of the above principles to our designated Safeguarding Officer as soon as possible.

Reports will be taken very seriously and thoroughly investigated. We will listen to all members involved, and all individuals will have an opportunity to express their point of view in a safe space.

A meeting will follow with the directors, Safeguarding Officer and Mental Health and Wellbeing Officer to discuss how the incident unfolded. We will keep a secure written record of any misconduct or complaints raised and each will be dealt with thoroughly on a case-by-case basis.



If necessary, members will be suspended or permanently removed from all Pitchy Breath activities.

Policy review

This policy is a working document which will be reviewed and updated regularly to make sure that our diversity objectives are achieved and maintained.

Date of last review: August 2021

Contact us

If you have a question or wish to raise a concern about behaviour or misconduct, please email one of our Officers, as below:

Designated Diversity & Inclusion Officer: Aaron Pritchard

Email: pitchybreath@gmail.com

Designated Safeguarding Officer: Lauren Morley

Email: pitchybreath@gmail.com

Deputy Safeguarding Officer: Rachel Duke

Email: pitchybreath@gmail.com

If you have a question or wish to raise a concern about the health and safety of productions or our members, please email one of our Officers, as below:

Designated Health and Safety Officer: Rachel Duke

Email: pitchybreath@gmail.com

Designated Mental Health and Wellbeing Officer: Sara Hussein

Email: pitchybreath@gmail.com

Deputy Mental Health and Wellbeing Officer: Tim Fifield

Email: pitchybreath@gmail.com