



Equality, Diversity and Inclusivity (EDI) Policy

AJ Theatrical Productions Ltd
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Key aspects of our policy

Equality is at the heart of AJ Theatrical Productions' operation. Opening access, being representative and acting with fairness and respect for all, are core strategic aims of our staff and freelance practitioners whom we work alongside. Our processes and policies are driven by the aspiration for AJ Theatrical Productions to be a demonstrable showcase of opportunity to all with diverse and brilliant productions on stage and through our Stage Schools.

As a production company that specialises in pantomime- productions that are at the heart of a local community, our mission is to create productions that represent the venue's local area; encompassing diversity in race, ethnicity, faith, disability, gender identity, class and economic disadvantage. By working with practitioners from the local area we aim to actively encourage, nurture and develop practitioners from the widest possible pool of talent and ensure that our work reaches the maximum audiences across our venue's local area.

We include an agreement to our EDI in our contracts with all production staff (actors and production) to ensure a mutual agreement to our ethos and to highlight our commitment to furthering diversity within our company and beyond- into the wider areas of our business.

This document outlines our guiding principles with regard to equality, diversity and inclusion within our organisation. In addition to this we have created an Equality, Diversity and Inclusion Action Plan. This will be a live document which is reviewed, updated and shared regularly.

Why is EDI important?

With such a vibrant and accessible platform we at AJ Theatrical Productions feel it is more important than ever to communicate the principal values of our evolving community and reflect this in our productions. By utilising the multi-generational connection pantomime has across the country we are able to extend our ethos through an entertaining and educational way. We are outward-looking, inclusive, and long-term-focused – drawing the most brilliant talent from the widest possible proportion of people. We strongly believe that diversity contributes to our artistic innovation and creativity and to the social purpose of family theatre.

Equal opportunities

We aim to ensure that no one who comes into contact with the theatre in any capacity receives less favourable treatment on the grounds of sex, race, colour, nationality, disability, ethnic or national origins, class, marital status, civil status, sexual orientation, gender re-assignment, age, political or religious belief.

Casting

We are committed to promoting and maintaining our excellent standard and quality of actors cast in each production.

We champion diversity in all forms within casting decisions and we are dedicated to creating a safe and supportive audition environment where actors are empowered to do their best work. We are committed to ensuring equal opportunities for all actors regardless of ethnicity, race, gender, sexuality, age, physical ability, faith or economic background. We understand the importance of visibility and representation onstage and we want to reflect the diversity of our venue's local community and city in our work.

We operate a fair and equal audition process for all our productions. We openly advertise to casting agents across the entirety of the UK.

All directors will cast with an open mind, without prejudice and with maximum flexibility around personal characteristics. All audition specifications start from a position of race/ethnicity neutral casting for all productions.

Programming

We are committed to programming audience favourite- traditional titles with a modern twist choosing titles and incorporating the highest diversity and innovation throughout. Stories represented through our productions are as diverse and inclusive as possible and we evolve with the traditional storyline bringing it up to date with modern audience views. With bespoke scripts tailored to each individual cast, venue and community we are able to produce the most appropriate production for each venue we perform at. We will specifically commit to positive targets around the representation of female members of the technical team by working in conjunction with Women in Live Music.

Audience and public engagement

We aim to attract new audiences and encourage repeat attendance and loyalty by broadening our local and regional reach. We personally tailor our different marketing strategies to reach out to all sections of each venue's community.

We will strive to make our building and our performances as accessible as possible and audit this regularly, internally and externally. Creating an open, friendly and welcoming environment in which audiences are able to come together to experience the best of theatre.

We are committed to produce at least one relaxed performance per run alongside additional support for any audience members requiring so. Additional assistance tickets are available for any who require so to enjoy our productions to the fullest extent.

Monitoring and review

We commit to an annual review on progress towards increasing equality, diversity and inclusion within our company.