

ANTI-RACISM ACTION PLAN OCTOBER 2020

PEOPLE

We will...

- 1) Use Arts Council England funding to create a new senior management role of **Head of Programme Strategy**, targeting applicants from outside of the sector and under-represented in the arts which includes those with a lived experience of racism. We will test new, targeted recruitment approaches and share our findings with the sector (position advertised by November 2020).
- 2) Recruit a Trustee with a lived experience of racism (by January 2021).
- 3) Create three Kickstarter roles targeting applicants with protected characteristics, with a view to repeating each opportunity until June 2022 - 15 six-month workplace opportunities created for long-term unemployed young people.
- 4) Conduct an annual staff diversity audit, benchmarking against regional and national census data and sector data, publishing the results on our website (from May 2021).
- 5) Conduct an annual survey of our volunteers, benchmarking against regional and national census data, publishing the result on our website (from May 2021).
- 6) Audit the diversity of our freelance learning service providers to provide a benchmark to guide future year targets (by March 2021).
- 7) Audit the diversity of our key artist/designer-maker shop suppliers to provide a benchmark to guide future year targets (by March 2021).
- 8) Provide unconscious bias training and anti-racism training for all staff, volunteers and Trustees to ensure all are able to provide maximum support to new appointees (by February 2021).
- 9) It will be the responsibility of everyone in the board, staff and volunteer teams to advance anti-racism agendas, and we will not look to anyone with lived experience of racism to carry this agenda forward.

PROGRAMME

We will...

- 1) Conduct an annual audit of our programme detailing the protected characteristics of artists exhibiting in our main programme, and benchmark these against national census data, publishing the results on our website (by December 2021).
- 2) Conduct an annual audit detailing the protected characteristic of each main programme external project leads, and benchmark against national census data, publishing the results on our website (by December 2021).
- 3) We will provide platform opportunities for black-led partner organisations as part of our programme when this is useful to them (review number of partnerships annually April 2021).
- 4) Vet all potential funders and project partners to ensure their policies on anti-racism are compatible with ours, prior to entering into funding/ partnership agreements (from November 2020).
- 5) Ensure all content used in marketing and learning materials is inclusive and where necessary, anti-racist.

POLICY

We will...

- 1) Create an Anti-Racism Policy and require all Trustees, staff and volunteers to sign up to it (by April 2021).
- 2) Progress against this Action Plan to be reviewed by the Board twice a year (June and December).
- 3) Racism is specifically tackled in our Staff Handbook, and anyone breaching this Equality, Inclusion and Diversity Policy will be subject to investigation, and if appropriate, further action.
- 4) If we encounter racism during our work with visitors, participants, partners or funders we will call it out and work to promote allyship.

PROFILE & PARTNERSHIPS

We will...

- 1) Encourage staff and Trustees to share their learning from our anti-racism approach, through involvement in other arts boards, steering groups, advisory panels and committees regionally and nationally, and publish an impact review each year (June 2021).