

Collective Encounters: Embedding Equality, Diversity & Inclusion Action Plan		
Indicator (adapted from Youth music EDI guidance)	Score	2021 - 2022 Action
Not met = 0 Partially met = 1 Fully met = 2		
1.1 Equality, Diversity and Inclusion is a strategic priority		
EDI is central to our vision, mission and values	1	Review Manifesto to ensure greater representation from Black people, people of colour and ethnic communities once programme participants and audiences are more diverse.
Targets for EDI are in place	1	See Creative Case for Diversity Review 2021-2022
Budget is available to achieve EDI objectives	2	No action required this year
EDI is routinely discussed at board level	2	Agenda item at board meeting
1.2 The organisation has adequate expertise to set and achieve its EDI objectives		
The board and workforce understand and buy into our EDI objectives	1	In process
EDI expertise is considered in skills audits and role descriptions, and actively recruited to	2	Included in job descriptions/briefs and covered during assessment/interview process
Mandatory EDI training or professional development activity is given to board, staff and volunteers	2	Staff and board have engage regularly in EDI training. Plans developing for anti-racist workshop practice training for participants and volunteers.
Strategic decision-making is influenced by beneficiaries and volunteers	2	See Creative Case for Diversity Review 2021-2022 and Evaluation Policy
1.3 A culture of Equality, Diversity and Inclusion is promoted within and beyond the organisation		
Equality and diversity characteristics of participants, volunteers, workforce and board are regularly monitored and analysed to inform recruitment and planning	2	See Creative Case for Diversity Review 2021-2022
Staff have the opportunity to influence our EDI plans	2	Mechanism for this is staff meetings and artist development meetings
The organisation undertakes accreditations/kitemarks to visibly signal its commitment to EDI practices such as Accredited Living Wage Employer	2	Living Wage accredited employer
We provide platforms for diverse voices to be heard	2	See Business Plan and Manifesto
We encourage others to develop their EDI practices	2	See Business Plan and 2021-2022 sector development programme
2.1 Recruitment practices are inclusive and promote diversity		
Best practice in recruitment is carried out	2	Met
Reasonable adjustments are available and widely advertised	2	Met
Adverts have an explicit diversity and inclusion statement and EDI and Anti-Racism pledge is published	2	Met
Recruitment is targeted to reach new and diverse demographics and from underrepresented areas	2	Met
The essential requirements of job roles are linked to potential and competencies	2	Met
The ability of applicants to work inclusively is considered in recruitment	2	Met
To track our progress on increasing the diversity of employees throughout 2021/22 we will chart days of employment of Black people, people of colour and those from ethnic communities in relation to white employees.	1	In process
2.2 Employment practices are inclusive and nurture progression		
The creative case for diversity informs our staffing	2	Met
New staff, volunteers and learners receive a full induction, with an individual induction plan designed to enable them to play a full role	2	Met
Paid internships, apprenticeships, volunteering or work placements are created to support new entrants to the workforce	2	Met
Our employment policies enable us to support individual needs (e.g. flexible working)	2	Met
Staff receive regular support and supervision, which includes support for wellbeing	2	Met
Appraisals help us to develop individual plans with our staff, who can access external opportunities to support their professional development	2	Met
In-work mentoring, coaching and networking is available and widely offered	2	Met
All staff are paid the real living wage	2	Living Wage accredited employer
We know if we have a gender or other pay gap	2	Met
Staff are pro-actively informed about reasonable adjustments available to them	2	Met
We will explore the specific management needs of Black employees and employees of colour in relation to representation, and commission mentors of colour if appropriate until there is increased diversity at SMT level.	1	In process

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2.3 Workplaces, meeting and learning spaces are accessible		
Access audits are undertaken for activities and used to inform when and where we hold activities	2	Met
Transport is provided as appropriate	2	Met
Participation may include remote attendance	2	Met
Timings are scheduled to promote attendance by all	2	Met
Expenses are paid to volunteers/participants and widely promoted	2	Met
Working and learning spaces are safe and free from micro-aggressions	1	In process
Barriers to participation (physical, logistical, psychological and hidden) are continually considered in programme planning	2	Met
2.4 Communications, marketing and learning materials are accessible and promote diversity		
Opportunities are openly and widely advertised and promoted	2	Met
Websites conform to accessibility standards	1	Access audit necessary
Our communications materials and channels (e.g. website, photographs, brochures) feature diverse people and voices	1	In process
Material is promoted as being available in other formats	1	This to be embedded more consistently
Plain English is used	2	Met
Printed resources use a minimum 11pt font	2	Met
Learning resources are available digitally where possible	2	Met
3.1 Physical barriers to participation are removed and policies widely publicised		
Location and scheduling of activity aims for the fullest participation	2	Met
Assistive technology/support for access is available	2	Met
3.2 Programming is informed by EDI objectives		
Participants' pre-existing abilities are the basis for their initial engagement	1	Developing process for Individual Development Plans for participants in line with recommendations in Above & beyond interim evaluation
A diverse range of activities are available	2	See Business Plan
Diverse voices and experiences are showcased and celebrated	1	Increase the breadth of diversity (e.g. ethnic diversity) represented by the artistic programme
Where education programmes engage people over a sustained period, individual learning plans are developed between participants and leaders	1	Developing process for Individual Development Plans for participants in line with recommendations in Above & beyond interim evaluation
Participants inform programming	1	Continue to review this process for engaging directly with participants
Programming encourages progression into the workforce or the organisation's decision-making structure	2	Progression opportunities and board positions available throughout the year
CE's TFSC practice embeds an anti-racist approach and facilitators have a suite of resources and support to explore this with participants.	1	In process
3.3 Positive action is taken to reach under-represented groups		
The organisation partners with others to reach new groups, identify underserved and underrepresented communities and/or improve its understanding of inclusive practices	2	Met
Targeted work is established to reach underrepresented groups	2	Met
Adequate budget is available to reach underrepresented groups and ensure their participation	2	Met
3.4 Inclusion drives quality assurance processes		
Observation templates/activity monitoring forms feature explicit inclusion indicators	2	Artists to be more closely managed to complete this information
The organisation's definition of quality goes beyond performance and the workforce has a common understanding of this	2	See Quality Indicators - also under review this year.
Evaluation processes feed into quality improvement plans and strategic documents	2	See Evaluation Policy - for the year Above & Beyond and Radical Makers Interim Report recommendations will inform strategic business plan