



PANPAN

Equality Diversity & Inclusion Policy

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Equality Diversity & Inclusion Policy

“Inclusion creates an environment where people are valued, feel valued and can achieve and contribute to their full potential. An inclusive environment improves interaction with employees, customers and communities.”

We are a world facing theatre company speaking to diverse audiences. Art work approaches everything from the heart. We believe the art we produce should feed into the work we do and how we do it. We aspire to produce work that matches the demographics of Ireland and where we are as a people. To make our audience thoughtful about what they have seen, so that it brings new ideas to their mind and experience and leaves them feeling stimulated.

In the course of production, while we envisage that most people we work with would be very open and accepting of difference, we are aware that prejudice and discrimination still occurs in our society. Pan Pan is committed to encouraging equality, diversity and inclusion. Our aim is for our workforce, including contracted content creators and artists, to be representative of all sections of society, and for each team member to feel respected, empowered and valued. We wish that our collaborators can achieve and contribute to their full potential and do their best work. In providing our service, Pan Pan is committed to the prevention of all forms of discrimination against our audience and staff. We are committed to being a modern, diverse and inclusive organisation that reflects and is capable of serving 21st century Irish society.

Context

Pan Pan is a theatre production company, committed to creating an environment that promotes equality, diversity and inclusion at work and to treating all our staff, artists, stakeholders and audiences with respect and in an unbiased attitude. Our ethos prioritises creativity, promotes excellence and encourages new perspectives.

As a world facing organisation with production in and outside of Ireland, we have many occasions to come in contact with people from diverse backgrounds in a rapidly diversifying world. We decided to interrogate our understanding of racism and our practice around diversity in the workplace. We commenced by taking an inward look at ourselves with the view to implementing best practice which would influence the content we produce, the artists we work with and our audience. We subsequently completed Antiracism and Implicit Bias trainings for all key staff and contractors.

The policy's purpose is to:

- Provide equality, fairness and respect for all in our employment, whether temporary, part-time or full-time, regardless of their location, or contract/employee status.
- Prevent harassment, racism and discrimination irrespective of group membership.
- Oppose and avoid all forms of discrimination, including in pay and benefits, terms and conditions of employment/contracting, dealing with grievances and discipline, dismissal, redundancy, leave for parents, requests for flexible working, and selection for employment, promotion, training or other developmental opportunities.

Legislation

This policy is informed by the following policies; **UN Declaration of Human Rights– Article 27.**

- 1) Everyone has the right freely to participate in the cultural life of the community, to enjoy the arts and to share in scientific advancement and its benefits.
- 2) Everyone has the right to the protection of the moral and material interests resulting from any scientific, literary or artistic production of which he is the author.

The Employment Equality Act 1998 promotes equality and prohibits harassment and discrimination across nine grounds.

The Act is designed to promote equality of opportunity in employment between employed persons by making discrimination and harassment in employment unlawful on nine grounds.

The nine grounds are:

Gender, Marital Status, Family Status, Age, Disability, Sexual Orientation, Race, Religion and membership of the Traveller community. The Act allows positive action in relation to certain groups, i.e. gender, membership of the Traveller community, people over the age of 50 and people with disabilities.

The *Equal Status Act 2000*, aims to promote equality and prohibit discrimination and harassment and related behaviour in connection with the provision of goods and services, property and other opportunities to which the public generally or a section of the public has access, on similar grounds to those contained in the Employment Equality Act.

Irish Human Rights and Equality Commission Act 2014

The *Irish Human Rights and Equality Commission Act 2014* places a positive duty on public sector bodies to have regard to the need to eliminate discrimination, promote equality and protect human rights, in their daily work. This is referred to as 'The Public Sector Duty'. Section 42 of the Act places an obligation on Public Sector Bodies to assess and identify the human rights and equality issues that are relevant to their functions as an employer.

The Dignity at Work policy covers sexual harassment and harassment as outlawed by the Employment Equality Acts 1998 to 2008 and workplace bullying and reflects the experiences of both employers and union representatives in dealing with complaints of bullying and harassment. A copy can be found [here](#).

Internal statement

These are specific actions that everyone should display at all times in our workplace:

- All our employees, contractors, co-creators and applicants feel welcome, empowered, supported to do their best work, enjoy their work, feel they are contributing and that their voices are being heard, understood and valued.
- Innovative, producing good content, by doing the usual in new ways with new people, working with a diverse cast, reaching more diverse theatre goers /audiences.
- Maintain our ethos of not repeating our work which allows us an opportunity to try different things.
- Identify a community of collaborators - content creators, and creative artists, who know they are good artists, that the work is about their stories and that they do not feel patronised.
- To recognise opportunities for inclusion of minority groups in all our activities.
- A space of collaboration, of free thinking and non-judgement, non-discrimination and equality.

Recruitment

- There is no group or community that does not like acting, singing, music or dancing. So we start with the assumption that actors from all communities exist and we take the responsibility of finding them.
- The tendency and easier option for smaller companies is to look within our networks when recruiting. This can potentially leave out some communities and groups. To mitigate this, Pan Pan will endeavour to look beyond its networks for new talent.

External statement

Specific actions that everyone should display at all times to our external contacts including our audience:

- Make our audience thoughtful about what they have seen, stir new ideas and experience and leave them feeling stimulated.
- Be representative of the society on and off stage including; gender, civil status, family status, sexual orientation, religious belief, age, disability, race, membership of the Traveller community or socio-economic background. We also recognise the following; Neurodiversity, political mix, new communities, rural audience, and people within cities who don't naturally access theatre.
- Our understanding of inclusion, equality and diversity includes all categories which distinguish people and which result in one person or group being privileged over another. Categories of inclusion to include people who may be different from another in the following ways: the groups listed above to also include diagnosed autistic, ADHD, mental health, neuro differences, especially for actors and for performance.
- We encourage diverse voices in art and our idea of a good fit artistically are independent performers who are willing to take risks.
- As an employer of artists, we create safe and enjoyable working conditions within which expectations and boundaries are clearly set out.
- Pan Pan cares for our people and takes conscious action to look for and include marginalised groups.
- Through the inclusion of diversity in all aspects of collaboration we enrich the world view of Pan Pan reflected through our creative works.
- Extend our good practice to the outside world.

Appendix

Key equality legislation in Ireland are the Employment Equality Acts 1998-2011 and Equal Status Acts 2000-2012.

Equality grounds

Discrimination is prohibited by legislation on the basis of any of the following grounds:

Gender: a man, a woman, or a transsexual person

Civil status: single, married, separated, divorced, widowed, civil partner, former civil partner.

Family status: pregnant, a parent of a person under 18 years, or the resident primary carer or parent of a person with a disability;

Age: this only applies to people over 16 except for the provision of car insurance to licensed drivers under this age;

Race and ethnicity: a particular race, skin colour, nationality or ethnic origin;

Religion: different religious belief, background, outlook or none;

Disability: this is broadly defined including people with physical, intellectual, learning, cognitive or emotional disabilities and a range of medical conditions;

Sexual orientation: Gay, lesbian, bisexual, or heterosexual;

Membership of the Traveller community: people who are commonly called Travellers, who are identified both by Travellers and others as people with a shared history, culture and traditions, identified historically as a nomadic way of life on the island of Ireland.

Discrimination

It is described as 'the treatment of a person in a less favourable way than another person is, has been or would be treated in a comparable situation on any of the nine grounds'.

Direct discrimination may arise where an employer treats a person less favourably than another person would be treated specifically because of membership of one of the nine grounds covered by the Employment Equality Act 1998.

Indirect discrimination may occur where an employer imposes a provision or requirement which, on the face of it, applies equally to all persons but because of one of the nine grounds a person would have greater difficulty complying with it than other persons without that characteristic. In other words, the requirement or provision may appear neutral but has a disproportionate impact.

Discrimination by association may happen when a person associated with another person, who belongs to a particular ethnic minority, is treated less favourably because of that association.

Harassment

Harassment is any form of unwanted conduct related to any of the nine discriminatory grounds that has the purpose or effect of violating a person's dignity and creating an intimidating, hostile, degrading, humiliating or offensive environment for the person.

Sexual harassment is any form of unwanted verbal, non-verbal or physical conduct of a sexual nature.

In both cases the unwanted conduct may include acts, requests, spoken words, gestures or the production, display or circulation of written words, pictures or other material.

The emphasis is on the effect of the unwanted conduct on the recipient, not on the intention of the perpetrator.

Gender Mainstreaming

Gender mainstreaming is the (re)-organisation, improvement, development and evaluation of policy processes, so that a gender equality perspective is incorporated in all policies at all levels and at all stages, by the actors typically involved in policy making. (Council of Europe Group of Specialists definition).

The aim of gender mainstreaming is to achieve gender equality in practice. Equality impact assessments and equality proofing are tools to achieving the goal of gender mainstreaming. Gender mainstreaming involves an analysis of the effects of policies and practices on women and men respectively, as part of the usual decision-making process.

Positive action

The Equality Acts allow for preferential treatment or the taking of positive measures which are bona fide intended to:

- Promote equality of opportunity
- Cater for the special needs of persons, or a category of persons who because of their circumstances, may require facilities, arrangements, services or assistance

Reasonable accommodation of people with disabilities: in service provision

A person selling goods or providing services, a person providing accommodation, educational institutions and clubs are required to do all that is reasonable to accommodate the needs of a person with a disability.

This involves providing special treatment or facilities in circumstances where without these, it would be impossible or unduly difficult to avail of the goods, services, accommodation etc. However, they are not obliged to provide special facilities or treatment when to do so will cost more than what is called a nominal cost. What amounts to nominal cost will depend on the circumstances such as the size and resources of the body involved. (Equal Status Acts).

Vicarious liability:

‘Vicarious liability’ means when someone is legally responsible for someone else’s actions. Employers are liable for any act of discrimination by an employee in the course of their employment unless the employer can prove that they took reasonable steps to prevent the discrimination. An employer also has a duty under the Acts to protect their employees in relation to discrimination or harassment coming from third parties such as service users, contractors and, suppliers.

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