Equity, Diversity and Inclusion (EDI) Policy

2026-2028

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Approved by the Directors:
March 2024
Updated:
Aug 2026
Date of next review:
July 2028

Equity, Diversity and Inclusion (EDI) Policy

1 Introduction

1.1 Les Enfants Terribles Theatre Company (LET) is committed to being inclusive. We see the diverse global population as one of the industry's greatest strengths. In order to ensure everyone can access our work, engage with us and meet their full potential, it is essential that inclusion and equity of opportunity be at the core of all LET's activities.

1.2 This policy applies equally to audiences members, cast, crew and creative teams and participants (participants) in our engagement activities. Employees, workshop facilitators and freelance staff should also refer to their contract, the Employee Handbook or the Equal Opportunities Statement.

1.3 This policy is made available on our website and can be made available on request. All of LET's policies can be made available in large print or other accessible formats if required.

1.4 LET is committed to a zero tolerance policy in relation to less favourable treatment on the grounds of any protected characteristic under the protected characteristics – Equality Act 2010 (www.legislation.gov.uk/ukpga/2010/15/section/4).

1.5 LET is committed to a proactive duty to prevent sexual harassment including third party/audience harrassment, as mandated by UK law. This is actioned via our recruitment process and safeguarding checks for example DBS checks for all facilitator staff and a commitment to developing a culture of respect across all of our activities.

1.6 LET is committed to promoting and developing inclusion & equity of opportunity in all its functions and will seek to do this by:

- Communicating its commitment to equity and diversity publicly.
- Ensuring all employees are aware of the aims of this policy;
- Briefing for employees on the equal opportunities policy;
- Developing monitoring, evaluation and review mechanisms of our policies and procedures and decision-making, and
- Demonstrating our zero tolerance attitude towards discrimination by taking all allegations seriously

2 Responsibility

2.1 The Directors have responsibility for ensuring that the company operates within the legal framework for equality and for implementing this policy.

2.2 Each member of the LET community is responsible for being alert to and challenging discrimination; embracing diversity; respecting different faiths and beliefs; and upholding equity of opportunity for all.

3 The Legal Framework

3.1 Discrimination can take the following forms. Including:

- Direct Discrimination – This occurs where a person is treated less favourably than others because of their actual or perceived protected characteristic.
- Indirect Discrimination – This occurs by applying a provision, criterion or practice, which disadvantages people on the grounds of a protected characteristic and which cannot be justified as a proportionate means of achieving a legitimate aim.

- Victimisation – This occurs where an individual has exercised their rights under equality legislation (or has indicated that they intend to do so) and is treated less favourably as a direct result. It applies equally to a person who is supporting (or indicates that they intend to support) another person who is exercising their rights under the legislation.
- Harassment – This is defined as unwanted conduct related to a relevant protected characteristic which has the purpose OR effect of violating an individual's dignity or creating a hostile, humiliating or offensive environment for that individual.
- Disability Discrimination – This includes direct and indirect discrimination, any unjustified less favourable treatment because of the effects of a disability, and failure to make reasonable adjustments to alleviate disadvantages caused by a disability.

4 Aims and Values

4.1 The aims of this policy and LET's ethos as a whole are to:

- Eliminate unlawful discrimination on the grounds of any of the protected characteristics;
- Eliminate all bullying and unlawful discrimination on the basis that an individual has a learning difficulty or special educational need, or because English is an additional language;
- Promote equity of opportunity for all those who engage with us;
- Comply with our equity obligations contained in the Equality Act 2010 and;
- Embed inclusion through all our activities.

4.2 To achieve these aims we will:

- Publish and share LET's policies;
- Collect and analyse data (such as that of participants in our workshops and pupil premium data for schools we engage with and voluntary, anonymous EDI demographic monitoring across engagement and outreach projects and creative teams) to monitor any potential disadvantage to accessing our activities;
- Undertake staff training where necessary and possible
- Commit to an anti-racism approach in which we prioritize consideration of anti-racism practice across all of our casting, staffing and reactive development processes.
- Help to overcome any potential barriers to accessing our activities by providing bursaries where we can to ensure access for those with diverse needs and from a broad mixture of socio-economic backgrounds;
- Operate a clear zero tolerance policy towards abusive or discriminatory behaviour, and
- Work in partnership with the wider industry to establish, promote and disseminate inclusive practice and help tackle discrimination.

5 Reasonable Adjustments

5.1 LET commits to make reasonable adjustments for participants with a disability to ensure they do not suffer a disadvantage in comparison to non-disabled participants. Participants requiring reasonable adjustment are requested to make contact in advance of the activity so that accommodations can be made.
5.2 LET commits to create work and activities with an inclusive approach for neurodivergence including the implementation of access riders, relaxed performance provision and sensory guides where appropriate and possible.
5.3 LET is a touring company and therefore does not own the spaces in which we work. In every circumstance, LET is committed to striving for the highest quality of access arrangements for all of our participants. Whilst we endeavour to work predominantly in venues with readily available access infrastructure, LET is not legally required to make alterations to the physical environment as part of the reasonable adjustments duty. However, wherever possible LET monitors and reviews the physical environment to consider what reasonable and proportionate steps can be taken to alleviate any disadvantage caused to disabled participants. This includes a pre-booking access audit with potential

partners and touring venues to establish appropriate spaces for all of our activities.

6 Concerns and Complaints

6.1 LET will seek to provide a supportive environment for those who make claims of discrimination and/or harassment. Any participant who believes that they have been discriminated against or have been subject to discriminatory conduct should talk to the Head of Engagement (sinead@lesenfantsterribles.co.uk) or anonymous concerns can be shared with info@lesenfantsterribles.co.uk.

7 Monitoring and Review

7.1 This policy is monitored on an ongoing basis to evaluate its effectiveness and ensure appropriate steps can be taken to eliminate unlawful discrimination.

7.2 This policy is usually reviewed on an annual basis to ensure the aims of the policy are carried out in accordance with the LET's equity obligations.

8 Breaches of the Policy

8.1 All breaches of the policy will be rigorously followed up using the appropriate procedures and reported to the Directors.