

Bingley Little Theatre

DIVERSITY ACTION PLAN

SHORT TERM - Phase 1: Six months to a year

MEDIUM TERM - Phase 2: One/two years

LONG TERM - Two/three years

Objective: Establish a representative working group to enable BLT, over time, to:

1. Attract greater diversity within our organisation:

	Youth	Adult	KPIs
BAME Community	<ul style="list-style-type: none"> Sent fliers/emails to local schools offering scholarship places at K/S Set up formal bursary scheme Offer set number of tickets to target to new BAME audience members (TC, LSOH, R/J, JFG) Recruitment/awareness drama workshops – physical theatre LAMDA public speaking/acting exams 	<ul style="list-style-type: none"> Acting recruitment drive/backstage – facilitated by BAME leader Free membership (stage/acting) Programming / play choices and representation on BLT committees, e.g., Reading & Casting 	<ul style="list-style-type: none"> Increased proportion of roles filled by black actors Increased representation in backstage/FOH teams Work experience only open to BAME Take-up of tickets and attendance Take up of scholarship places Results of exams Feedback
Community members with physical disabilities	<ul style="list-style-type: none"> Peer mentoring with K/S (programme selling, stuffing, FOH, coffee, cleaning, gardening, ticket taking, props, set building) Acting recruitment drive – facilitated by disabled actors 	<ul style="list-style-type: none"> Peer mentoring with freelance staff (programme selling, stuffing, FOH, coffee, cleaning, gardening, ticket taking, props, set building) <p><i>We would need to think, long term, about how do we overcome the physical barriers for members. Rehearsal space upstairs isn't currently accessible for disabled actors</i></p>	<ul style="list-style-type: none"> Identification of roles that could be filled by disabled actors Take up of mentees Our own mentoring scheme for KS to mentor Hazelbeck students Number of 'friendly' performances Take up rates – mentees and work experience Feedback
Community members with learning disabilities	<ul style="list-style-type: none"> Peer mentoring with K/S (programme selling, stuffing, FOH, coffee, cleaning, gardening, ticket taking, props, set building) Sensory drama course for young people with SEMH challenges 	<ul style="list-style-type: none"> Peer mentoring with freelance staff (programme selling, stuffing, FOH, coffee, cleaning, gardening, ticket taking, props, set building) Coffee morning – initially establishing relationships Eventual setting up of a café 	<ul style="list-style-type: none"> Take up of mentees Our own mentoring scheme for KS to mentor Hazelbeck students Number of 'friendly' performances Take up rates – mentees and work experience Feedback

	Youth	Adult	KPIs
Disadvantaged community	<ul style="list-style-type: none"> • Offer set number of youth tickets to target those supported by pupil premium • Set up formal bursary scheme • Acting recruitment drive/backstage targeted to specific schools or where teachers can ensure involvement of students eligible for pupil premium • Recruitment/awareness drama workshops – physical theatre/street dance/etc • LAMDA public speaking/acting exams on bursary 	<ul style="list-style-type: none"> • Free membership for unemployed • Car sharing scheme with specific production casts or travel bursary scheme? <p><i>These would address the barrier(s) of actors unable to get to BLT to rehearse due to travel costs / restrictions.</i></p>	<ul style="list-style-type: none"> • Work experience only open to disadvantage • Take up of scholarship places • Take-up of tickets and attendance • Results of exams • Feedback
All under-represented groups	<ul style="list-style-type: none"> • Use of Facebook and Social media (positive images) to 'get the message out' • Update website to reflect all sections of the community with photographs of young people from varied communities • Girls' writing group/competition with successful entries 'staged' 	<ul style="list-style-type: none"> • Open days/tours • Community talks – oral questionnaires • Facebook and Social media positive images • Update website to reflect all sections of the community • Seek out more diverse visiting performance groups (e.g. Black choir) • Choice of some films for cinema to attract more diverse audiences • AWARE – tour of theatre • Female / BAME members in prominent committee positions or as "leaders" / directors 	<ul style="list-style-type: none"> • Working group established • TOR agreed and evaluative reporting mechanism in place to monitor success • More work by women across a three year period • Increased membership • Reach of each activity and aggregate reach • Use of space by diverse groups • Participation in writing group • Social media hits • Active discrimination written into casting policy • Choices of seasons' plays have more diverse authors and characters

2. Bring in more diverse audiences to plays and other events:

	<i>Youth</i>	<i>Adult</i>	<i>KPIs</i>
All under-represented groups	<ul style="list-style-type: none"> • Signed and auditory performances – any • Relaxed performances – selected productions that appeal to children and/or young people 	<ul style="list-style-type: none"> • Open days/tours • Community talks – oral questionnaires • Sign up to mailing list from above events • Relaxed performances – selected • Signed and auditory performances – any • Audience Development / Marketing Plans targeting specific geographical areas, groups, communities 	<ul style="list-style-type: none"> • Attendance • Membership database • Volunteer database • Feedback/welcoming • Suggestions of plays