

# Thunk-It Theatre CIC

## Equal Opportunities, Diversity and Accessibility Policy

**Approved by Thunk-It Members.**

**Reviewed:** 01/04/2023

### **Introduction**

The Equality Act makes it unlawful to discriminate against anyone because of a protected characteristic in a wide range of areas, including employment and the provision of services.

#### Protected characteristics:

- Age
- Disability; physical health, mental health, chronic illness, ect.
- Gender and gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

At Thunk-It we also consider the following characteristics to be treated by the same standards:

- Socio-economic background
- Locality
- Level of education

### **Thunk-It's Statement**

At Thunk-It, we work with a multitude of people from all walks of life. We will always celebrate the differences that make each person unique, but will not stand for any discrimination of protected characteristics towards any of our participants, colleagues, partners, members, associate artists, or freelance creatives.

Thunk-It strives to actively encourage participants from protected characteristics to be involved in Thunk-It and support participants with additional barriers, such as transport, food, ect.

As an organisation who believe in promoting access to the creative arts, we understand the barriers to accessing content, events, work and services within the creative industry.

We are a CIC which currently has limited financial means, so if you do come across accessibility barriers while working / interacting with us and/ or accessing our site, please let us know and we will do our best to accommodate and make adjustments. We are really open to working with our community to make Thunk-It Theatre as accessible and inclusive as it can be, and we understand that there will always be things we can work on.

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You can reach us at [hello@thunkittheatre.co.uk](mailto:hello@thunkittheatre.co.uk). We will reply to your email as soon as we can (this can sometimes take up to a week at busy periods, as we monitor this email part time).

### **Our Commitment**

Thunk-It is committed to being as accessible as possible on our website, social media, in our in-person and online events, and within our working environment. As an organisation who believes that 'arts is for all', it is important for us to be actively making steps towards opening the door of theatre to new communities and individuals, which will include adapting our practice to help make our work accessible to all needs.

We understand that there are inaccessible and ableist environments everywhere, and the creative and theatre industry is no different. We want to work with the people who engage with Thunk-it and create a space where you know you're welcome.

We also understand that 100% accessibility is not possible and prioritise transparency with our approach accessibility and inclusion.

### **Our Approach to Access and Inclusion**

We strive to be as accessible as possible within the work of Thunk-It however, we understand that due to systemic and historical issues within society this may not always be possible. During our work, we strive to continually better the organisation and the experience; for those that we work with, and Company members. We welcome feedback and ensure that this is responded to in a timely and responsible manner and is taken in a most serious regard.

### **Events**

- All spaces used by Thunk-It will be fully physically accessible, including parking, toilets and entry.
- Workshops will, whenever possible, have a breakout space, food and drink available, and an open door policy (participants can come in and out).
- We always ask for any access requirements prior to a session (from participants, co-workers, facilitators, and members) to make sure that we can equate their experience and have everything they need in place to access Thunk-It.
- Participants will be encouraged to engage in any way that suits them, for example sitting down.
- Facilitators taking part in Thunk-It projects concerning SEND participants will be provided with relevant training, as well as any other facilitator who expresses an interest.

### **Online Events:**

- All online events will be recorded and shared, if requested and consent is given by those present in the event or performance.
- Closed captions will be encouraged when possible, such as, on Zoom.
- Flexible engagement will be encouraged (e.g. using the chat box to

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communicate a question rather than speaking, not having your camera on).

- Where possible, performances will be recorded in order for audiences to access the experience online.

### **Productions:**

- All indoor productions will be in buildings that are physically accessible.
- We will make attendees aware of the accessibility information in relation to the outdoor spaces used for performances.
- Themes of productions will reflect our aim of inclusion. We will ensure that productions reflect the diversity of our community and encourage discussions and debates about inclusion and acceptance.
- Trigger and content warnings will be included in pre-performance information.
- We will aim to have at least one accessible medium during any production. For example BSL, captioning, scripts to follow, and encourage the expansion of this list.
- All Think-It performances are relaxed performances. We define this as a show with house lights always on, audience members being able to come and go as they lead, a designated break out/ sensory space, the allowance of audiences using their phones as they need, fidget toys available. We aim to have performance information available to all prior to the show.
- Working with actors - no actor will be required to be off book for auditions and we will coordinate project timelines to reflect the availability and commitments of actors.
- In all role descriptions and casting, we aim to be as clear as possible with timeline, budget, and general expectations.

### **Think-It team**

- Think-It members, Associate Artists and freelance creatives will be encouraged to discuss any requirements that are needed to fulfil their role and Think-It will ensure that this is responded to and implemented, where possible.
- Non-facilitating roles within the team are all flexible working, remote roles, with the option to meet in person.
- We are keen to work with individuals from all backgrounds and we understand that proportionally more disabled people are freelancers due to the flexibility and ownership of workload.
- We work closely with freelancers to ensure that their workload and time scales suit them and their needs.
- We always pay freelancer fees within 5 working days of receiving the invoice.
- We regularly ask freelancers for feedback on how to make their engagement with Think-It more accessible and comfortable.
- Think-It appreciates that those volunteering, doing work experience or doing a placement with Think-It are giving their time for free, therefore these roles are entirely flexible and self-led.

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**Social Media**

- All social media posts include image descriptions as well as closed captions for videos as well as CamelCase hashtags.
- We are continually updating our website to make this more accessible and include features such as screen readers.