



PATHWAYS TO PROGRESS:

EQUALITY, DIVERSITY AND INCLUSION POLICY STATEMENT

STATEMENT OF INTENT

The Phoenix Arts Club is dedicated to being an inclusive and diverse organisation: reflective of the vibrant community around us and a cultural sanctuary for all. We strive to ensure that everyone who collaborates with us or visits our venue feels welcomed and respected. Our aim is for the creative performances and artistic works we present to resonate with the diverse world we inhabit, showcasing a rich tapestry of voices and cultures.

To achieve this, we are conducting a thorough review to identify and dismantle systems and structures that have perpetuated inequality. While we acknowledge there is significant work ahead, we are unwavering in our commitment to evolve into the inclusive and diverse organisation we aspire to be.

Our dedication to equality and a culture that treats staff, freelance artists, and audiences with fairness and respect extends beyond The Phoenix Arts Club. We are committed to upholding these values within the broader industry, contributing to a sustainable future for a more equitable arts community in this country.

We welcome feedback, so please share any thoughts or questions with us at change@phoenixartsclub.co.uk.

OUR PLEDGES

1. We are enhancing our artistic program to ensure greater inclusivity and representation of diverse artists on The Phoenix Arts Club stage.
2. Our future audiences will reflect the rich diversity of the local community and the wider world.
3. We are expanding our participation opportunities for young people and the local community, serving as a vital gateway into The Phoenix Arts Club's creative life and the broader arts industry.
4. We are transforming our culture and facilities to be more welcoming and inclusive, building a team of staff and freelancers that represent the community we serve.

WHAT IS PATHWAYS TO PROGRESS?

Pathways to Progress is The Phoenix Arts Club's strategy for equality, diversity, and inclusion. Through our Equality, Diversity, and Inclusion Committee, our Board is holding the organisation accountable for delivering Pathways to Progress. This strategy includes a new set of actions and targets aimed at creating change across four key areas: Program, Audiences, Young People and Community, and People and Culture. The strategy outlines our priorities over an initial three-year period from July 2023 to June 2025, with some actions taking immediate effect and others unfolding over time. We are committed to sustaining this focus in the long term, including dedicating financial resources and staff time.

WHO IS RESPONSIBLE FOR PATHWAYS TO PROGRESS?

- The Phoenix Arts Club Trustees are explicitly committed to equality, diversity, and inclusion, and to being an anti-racist organisation. This ongoing priority is integral to our artistic policy and business strategy, and is discussed in-depth at each Board meeting.
- The Trustees have an Equality, Diversity, and Inclusion Committee to provide expertise, advice, and detailed scrutiny. Three trustees are members of the Committee, meeting bi-monthly with the Executive team. Staff and Youth Board members join alternate meetings.
- The Executive team (Artistic Director and Managing Director) is responsible for translating policy into practice through our Pathways to Progress strategy from 2023 to 2025.
- Equality, diversity, and inclusion are core responsibilities for all staff and are embedded in job descriptions. The Trustees and Executives hold ultimate responsibility for delivering across the organisation through the Pathways to Progress plan.
- Our freelancers will also align with these priorities and will receive this information during their induction. We recognise their vital contribution to the arts ecosystem and invest in them as part of this plan.

HOW WILL WE KNOW PATHWAYS TO PROGRESS IS WORKING?

- We have strengthened our accountability framework to provide robust scrutiny of Pathways to Progress and regular assessment of progress.
- Our Equality, Diversity, and Inclusion statement and Anti-Racism policy are published on our website.
- We are enhancing data collection and analysis to monitor progress towards targets.
- The senior team will lead a detailed annual audit with a six-month review to evaluate progress. Outcomes will be examined by the Equality, Diversity, and Inclusion Committee and reported to the Board and Arts Council England. We will publish our data annually.
- Accountability for targets lies with the senior leadership team. If targets are not met, we will analyse the reasons and barriers, and revise actions accordingly.