



Prism Arts **Equality Action Plan 2018 - 2022**

Updated: December 2017

Prism Arts has developed the following *Equality Action Plan* in line with the organisation's Equality and Diversity Policies, Arts Council of England Equality Objectives and Creative Case for Diversity.

Our organisation is committed to achieving a truly inclusive environment for all, by providing an atmosphere where everyone can learn and work free from prejudice, discrimination, harassment and violence.

Prism Arts takes positive steps to support and engage with individuals who have a learning or physical disability, or who are older people experiencing isolation or age related health problems.

Prism Arts aims to ensure that all staff, volunteers, partners, clients, artists and the general public are treated fairly, this will be regardless of sex, sexual orientation, gender re-assignment, marital or civil partnership status, race, disability, medical status, age, religion or belief, political opinion, social or economic or ex-offender status.

The Action Plan is reviewed annually.

EQUALITY ACTION PLAN 2016 to 2022

Actions	Outcomes	Named leads	Allocated resources	Date for completion / review by date	Reference to section(s) in Business Plan (BP)/ Arts Council Goal
Creative Case for Diversity					
<p>Prism Arts artistic programme is 100% focused on delivering excellent inclusive arts opportunities for/ with/ by disabled people and diverse artists living in Cumbria.</p> <p>Objectives of the Creative Case have been reflected across our Equality and Diversity Action Plan.</p> <p>Prism Arts will never use inaccessible venues, theatres and spaces for workshops, performance work or exhibitions.</p>	<p>Prism Arts delivers an excellent artistic programme that achieves excellent participation and engagement outcomes for disabled people and artists in Cumbria.</p>	<p>Ali McCaw</p>	<p>Staff Team/ Arts Council NPO/</p>	<p>2017 and ongoing:</p> <p>Reviewed:</p> <ol style="list-style-type: none"> 1. Quarterly through artist meetings 2. Annually through peer and self-assessment of the creative programme 3. Annually through funding and annual reports. 4. Biannual Away Day and self assessment. 	<p>ACE Goal 1 CHAPTER: 1,2,3,4</p>
Audience development and public engagement					
<p>Increasing the organisation's engagement and reach working with new diverse and</p>	<p>We reach new diverse participants, enabling them to participate in the arts and reach a new audience with their work.</p>	<p>Catherine Coulthard/ Ali McCaw/Lead Artist Team</p>	<p>Staff Team/ Arts Council NPO/ Commissioned work/ Funding</p>	<p>Reviewed annually through annual reports to Charity Commission, funders and Arts Council.</p>	<p>ACE Goal 2 ACE Goal 5 Marketing Plan 2018/19 Business Plan CHAPTERS 1, 3, 4, 5, 6 and 7</p>

disabled individuals and groups				Annual Programme Reviews, Self-Assessment through team and artist meetings and biannual Away Days.	
Increasing the organisation's engagement and reach working with our core diverse groups	<p>Every year young adults with learning disability and autism participate in Studio Theatre.</p> <p>Every year, older people with stroke and dementia participate in visual arts workshops.</p>	Catherine Coulthard/ Ali McCaw, Admin Team/Lead Artist Team	Staff Team/ Arts Council NPO/ Commissioned work/ Funding	<p>Reviewed annually through annual reports to Charity Commission, funders and Arts Council.</p> <p>Annual Programme Reviews, Self-Assessment through team and artist meetings and biannual Away Days.</p>	<p>ACE Goal 2 ACE Goal 5 Marketing Plan 2018/19</p> <p>Business Plan CHAPTERS 1, 3, 4, 5, 6 and 7</p>
Supporting young people and children with disabilities	By 2022, children and young disabled people have engaged in high quality arts workshops in schools and community settings. To include an annual summer school and a new youth Theatre project. Arts Award Discover/ Explore / Gold is achieved annually.	Catherine Coulthard/ Ali McCaw/Lead Artist Team/ Kat Prior	Staff Team/ Arts Council NPO	<p>Reviewed annually through annual reports to Charity Commission, funders and Arts Council.</p> <p>Annual Programme Reviews, Self-Assessment through team and artist meetings and biannual Away Days.</p>	ACE Goal 5 Business Plan CHAPTERS 1, 3, 4, 5, 6 and 7

				Prism Arts engaged with the Local Cultural Education Partnership. Ensuring diverse children are access cultural opportunities.	
Engaging a new audience with the work of diverse artists and Prism Arts participants	By 2022 we have delivered exhibitions and Performances in accessible public venues and theatres i.e. Tullie House Museum/ Theatre by the Lake/ national theatres.	Catherine Coulthard/ Ali McCaw/Lead Artist Team/ Kat Prior	Staff Team/ Arts Council NPO	Reviewed annually through annual reports to Charity Commission, funders and Arts Council. Reviewed annually through annual reports to Charity Commission, funders and Arts Council.	Goal 1 Business Plan CHAPTERS 1, 3, 4, 5, 6 and 7
Governance and Board Development					
Prism Arts Board is fully engaged in the work of the charity, equality and diversity and understands the needs of our participants.	BY 2018 all board members trained in equality and diversity and fully briefed about the Creative Case. (assisted by Arts Council)	Catherine Coulthard/ Trustee	Staff Team/ Artists	2017: Board Development Action Plan Is approved and implemented. A working group oversees the process.	ACE Goal 2 Business Plan CHAPTERS 1, 2, 3, 4, 5, 6 and 7
Staff recruitment and training					

<p>Create staff, artist and volunteer awareness of equality & diversity issues. We always recruit artists and operational staff through our Equal Opportunities Policy and Diversity Statement. We promote and retain our Positive about Disabled People kite mark.</p>	<p>Prism Arts Equal Opportunities Policy, Diversity Statement is included as part of the induction process.</p> <p>Relevant training is given as needed.</p> <p>Recruitment processes are open to all, interviews are held in accessible venues.</p>	<p>Catherine Coulthard/ Eileen McLean (Trustee)</p>	<p>Staff Team/ Arts Council NPO</p>	<p>Ongoing and Reviewed biennially in line with safeguarding and diversity policy reviews</p>	<p>All staff are fully aware of our policies and procedures. Rigorous recruitment processes are applied. Disabled people will be actively encouraged to apply for any Prism Arts employment or contract opportunities. In line with current Equality Act and Employment Law recommendations.</p> <p>Business Plan CHAPTERS 1, 2, 3, 4, 5, 6 and 7</p>
<p>All staff and artists are fully aware of the specialist needs of our diverse participants.</p>	<p>Specialist training provided to staff and artists relating to health and disability issues</p>	<p>Catherine Coulthard/ Ali McCaw/Trustees</p>	<p>Staff Team/ Arts Council NPO</p>	<p>Ongoing</p>	<p>ACE Goal 1 and 2 Business Plan CHAPTERS 1, 2, 7</p>
<p>Our diverse and emerging artists receive mentoring to develop practice and engage in mainstream opportunities</p>	<p>Emerging Artists receive mentoring opportunities working alongside our team of experienced artists</p>	<p>Catherine Coulthard/ Ali McCaw</p>	<p>Staff Team/ Arts Council NPO</p>	<p>Ongoing and reviewed through artist meetings, self assessment, funder reports and annual reports.</p>	<p>Goal 1 Business Plan CHAPTERS 1, 2, 4, 6, 7</p>
<p>Partnerships and Collaborations</p>					
<p>Developing access to the arts in Cumbria for diverse</p>	<p>By 2022 6 schools, 2 SEND schools, 3 residential homes, day centres,</p>	<p>Catherine Coulthard/ Ali McCaw</p>	<p>Staff Team/ Arts Council NPO/</p>	<p>2018 - 2022</p>	<p>Goal 2 Goal 5</p>

communities, individuals and artists.	cultural organisations have engaged in high quality arts participation projects		Commissioned work/ Funding		Business Plan CHAPTERS 1, 2, 3, 4, 5, 6 and 7
	2018/22 we continue to offer disabled organisations, SEND schools, day centers consultancy and advice in support of new arts projects that increase access and engagement.	Catherine Coulthard/ Ali McCaw/ Lead Artist Team	Staff Team/ Arts Council NPO/ Commissioned work/ Funding	2018	Goal 2 Goal 5 Business Plan CHAPTERS 1, 2, 3, 4, 5, 6 and 7
	2018/2022 Cultural/Arts organisations have engaged in projects that increase access to mainstream arts opportunities for diverse artists and people with disabilities	Catherine Coulthard/ Ali McCaw/ Lead Artist Team	Staff Team/ Arts Council NPO/ Commissioned work/ Funding	2018	Goal 1, Goal 2 Business Plan CHAPTERS 1, 2, 3, 4, 5, 6 and 7
Developing access to the arts in Cumbria	Untapped Potential enables care and support staff to develop new creative engagement skills working with Disabled people.	Kat Prior/ Ali McCaw	Staff Team/ Commissioned work/ Funding	Ongoing until 2020 (retender for Cumbria County Council Framework)	Goal 2 Business Plan CHAPTERS 1, 2, 3, 4, 5, 6 and 7
Organisational Policies					
Diversity Policy	Our Diversity Policy is reviewed biennially or in response to new legislation. The Policy is available on our Website.	Catherine Coulthard/ Eileen McLean	Staff Team/ Arts Council NPO	Ongoing and reviewed biennially (last reviewed November 2016)	Business Plan CHAPTERS 7

Monitoring & Evaluation					
We understand our participants and audiences	Record and evaluate participant feedback for every project. We listen to our diverse participants and artists. Include Quality Metrics as part of CYP evaluation.	Catherine Coulthard/ Kat Prior	Staff Team/ Arts Council NPO	Ongoing A new Marketing and Communication Plan is implemented 2017/18	ACE Goal 1 ACE Goal 2 Business Plan CHAPTERS 1, 2, 3, 4, 5, 6 and
	Use social media and digital platforms to connect and engage with our audience, participants and diverse artists	Catherine Coulthard/ Kat Prior	Staff Team/ Arts Council NPO	Ongoing Review website in 2017/18 – review accessibility.	ACE Goal 1 ACE Goal 2 Marketing Plan 2018/19 Business Plan CHAPTERS 1, 2, 3, 4, 5, 6 and