

PAVILION THEATRE EQUALITY, DIVERSITY & INCLUSION
ACTION PLAN 2026-2028

Pavilion Theatre is committed to promoting the values and principles of equality, diversity and inclusion, and taking action to promote them into its structures, actions and workplace culture.

	Object/targets	Actions	Responsibilities	Deadline	KPI / Measures of success	Metrics & Evidence To Date	Tracking	Next Steps
ACTIONS FOR CHANGE								
1	Publish this policy and any future versions on our website	Governance Tab created on Pavilion's website	General Manager	Jan-26	Published, accessible policy doc	Available on website	Delivered	Update tp be done in August 2026
		Policy reviewed annually	Board, supported by Executive Director	Annual	Approved up-to-date policy	Board approval Sept 25	On Track	Board review & approval Sept '26, '27, '28
2	Connect with different representative organisations from our community	Volunteer Programme - Down Syndrome Ireland	General Manager	On-going	Volunteer recruitment and participation	65 volunteers 2025 - 2026 Positive feedback from DS volunteers and their caregivers	On Track	Continuing representation in programme
		Volunteer Programme - IPAS Centres	General Manager	On-going			On Track	Application process under review to improve accessibility and widen reach
		Arts Office relationship building	General Manager & Marketing Director	2026	Events attended by groups such as <i>Cultural Connctions</i>		Not Started	Cultural Connections programme dormant since 2019, steps to be undertaken to re-establish programme and partnership with dlr Arts Office
		DLR Social Inclusion Unit	General Manager & Marketing Director	2026	Successful collaborations implemented	Initial contact and establishment of partnership	Not Started	Review submission for Social Inclusion Week
		DEIS Schools in the region	Marketing Director	2026	Special allocation for nearby DEIS schools (primary and secondary) to attend theatre/dance at a nominal rate	Greater access to the arts for young people from a broader socioeconomic background	On Track	Planned as part of the Autumn/Winter 2026 & Spring 2027 programme
		Introduce public reporting on the impact of access or volunteer initiatives	General Manager	2026	Annual EDI Impact Reports		Not Started	

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3	Continually update and improve this policy, action plan, and our operational procedures	Recruitment Policy	Finance Department	On-going	Updated compliant policy implemented		Not started	Develop recruitment policy
		Volunteer Policy	General Manager	On-going		Board approved and implemented	On Track	Review Annually
		Dignity & Respect in the workplace	General Manager	On-going		Board approved and implemented	On Track	Review Annually
		Employee Handbook	General Manager	On-going		Up to date	Delivered	
		Carer or Teacher Tickets	General Manager & Marketing Director	On-going			Not started	Formalise Carer ticket policy
		Providing Access and Information to Service Users	Finance Department	On-going		Up to date information available on our website	On Track	

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4	Promote and integrate EDI at all levels of our organisation	Board: appoint Board Champion	Board		-EDI as a standing item at Board meetings -Annual EDI reporting	Board Member appointed May 2026 April Board Meeting agenda item	On Track	On-going governance Exec & Board Champion to meeting during the summer to review metrics and prioritise actions
		Management: maintan EDI as a quartly meeting agenda item	General Manager		Quarterly Meetings	Full plan review with Board Member on 16/7/26	On Track	
		Staff & Volunteers: Recruitment processes, EDI training	General Manager		Diversity targets in recruitment processes	Successful volunteer partnership with Down Syndrome Ireland	On Track	Explore further targeted volunteer partnerships: IPAS
		Attendees: Operational focus on accessibility across needs to minimise barriers for engagement and enjoyment of our facility	Executive Director, General Manager & Technical Director		Accessible facilities in line with best practice	• New lift system since January 2024 • Loop system at our Box Office for those who are hard of hearing • Assistive Listening system in our auditorium. This is an app-based system that provides amplified sound for audience members via their phones and headphones • A digital version of our brochure is available online for those with visual impairments • A large print brochure is available from Box Office for those with visual impairment • Early entry service to the auditorium for those who need it • Courtesy Seating areas in the foyer for those less able to stand • A Welcome Pack for those with additional needs (such as autism) is available on our website and includes photos and useful information about the venue to provide a more relaxed visit for attendees • A virtual tour of our venue is available on our website • Relaxed performances for some of our family shows	On Track	Reactivate listing on accessibility review website Euan's Guide
		Audiences: Programming for diversity & accessibility	Marketing Director		% increase in numbers of new artists, and new productions. % increase in our number of accessible performances (sign language, relaxed and accessible performances).	*Jan-Jun 2026 live programme showcases artists of Argentinian, Brazilian, Mauritanian and Taiwanese heritage *Open Captions for D/deaf and HoH cinema patrons *ISL-interpeted performances in June & October 2026 *Relaxed performances included as standard for all long-run family events	On Track	as per Strategic Plan
		Artists: Provide an inclusive and accessible space for artists to work	Executive Director & Marketing Director		*Identifying and working with artists from historically under-represented communities in programmes across artforms *Review and reduce barriers to access	*Childcare funding provided with grant schemes to improve access	On Track	Rejoin NASC Young Curator's 2027 programme to formalise youth participation

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5	Provide staff with necessary and regular EDI training	Safe to Create Training	General Manager		All new staff members fully trained	Training tracking in place	On Track	New recruits to complete
6	Programme and invest in the development of a wider range of events from diverse communities	Attract & identify high-quality diverse programming	Marketing Director & Programmer	On-going	% increase in numbers of new artists, and new productions.	Extensive local and international scouting (e.g., Edinburgh) for diverse prgramming	On Track	Scouting is ongoing
		Build diversity into Patron Donation & Pulse Award marketing and selection	Marketing Director & Programmer	On-going	Support for diverse awardees and projects	Flexibility in application process to submit audio/video applications Offer of supplemental funding to help remove barriers to participation (for example childcare, carer or access costs)	On Track	Collect and track information about nonstandard applications and use of access supports
		Participate in NASC Young Curators programme	Marketing Director & Programmer	2026	Involvement of young curators (aged 18 to 25)	Commitment made to rejoin Young Curators programme in next cycle (2027-28)	On Track	Callout for applications in mid-2027
7	Identify and acquire capital funding opportunities to mitigate physical access barriers	Improve physical building where possible to improve access	Executive Director and Technical Director	2027	Improved facilities	Showers upgraded backstage with accessible shower controls	On Track	Accessible toilet upgrade under review
		Enhance visual cues and measures that eliminate the need to request assistance to access buildings	General Manager & Marketing Director	2026			Not started	
8	Encourage a system of ongoing review and introduce positive changes when learning opportunities arise	Review Action Plan to add goals and increase expectations in line with evolving best practice	Executive Director	On-going			Not Started	
		Explore feasibility of collecting GDPR-compliant data on diversity among artists, staff and audience	Executive Director & General Manager	2026	Baseline data for tracking and reporting		Not Started	Review with Board Champion
		Establish Annual reporting	Executive Director & General Manager	2026	Annual reporting delivered		Not Started	