

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.

Objectives & targets	Actions	Responsibilities	KPI / Measures of success	Metrics & Evidence To Date
Publish this policy and any future versions on our website	Governance Tab created on Pavilion's website	General Manager	Published, accessible policy doc	Available on website
	Policy reviewed annually	Board, supported by Executive Director	Approved up-to-date policy	Board approved Sept 25
Connect with different representative organisations from our community	Volunteer Programme - Expanding within the community	General Manager	Volunteer recruitment and participation	65 volunteers 2025 - 2026 Positive feedback from DS volunteers and their caregivers
		General Manager		Reaching out to community organisations, e.g. Down Syndrome Ireland, IPAS Centres etc
	Building partnerships with other organisations to explore funding opportunities for select audiences to attend events at Pavilion	General Manager & Marketing Director	Events attended by groups such as <i>Cultural Connections</i>	Scheduled to begin 2027
	DLR Social Inclusion Unit	General Manager & Marketing Director	Successful collaborations implemented	Initial contact and establishment of partnership

	DEIS Schools in the region	Marketing Director	Special allocation for local DEIS school (primary) to attend theatre at a nominal rate/free of charge	Greater access to the arts for young people from a broader socioeconomic background
	Introduce public reporting on the impact of access or volunteer initiatives	General Manager	Annual EDI Impact Reports	Scheduled to begin 2027
Continually update and improve this policy, action plan, and our operational procedures	Recruitment Policy	Finance Department	Updated compliant policy implemented	Awaiting approval
	Volunteer Policy	General Manager		Approved and implemented
	Dignity & Respect in the Workplace			Approved and implemented
	Employee Handbook			Up to date
	Ticketing Concession Policy	General Manager & Marketing Director		Scheduled to begin 2027
	Providing Access and Information to Service Users	Finance Department		Up to date information available on our website
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
	Management: maintain EDI as a quarterly meeting agenda item	General Manager	Quarterly Meetings	Full plan review with Board Member on 16/7/26
	Staff & Volunteers: Recruitment processes, EDI training	General Manager	Diversity targets in recruitment processes	Successful volunteer partnership with Down Syndrome Ireland

	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
	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-interpreted performances in June & October 2026 *Relaxed performances

				included as standard for all long-run family events
	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
Provide staff with necessary and regular EDI training	Safe to Create Training	General Manager	All new staff members fully trained	Training tracking in place
	Explore other training opportunities for staff	General Manager	Identification of new formal EDI training courses for staff	Scheduled to begin 2027
Programme and invest in the development of a wider range of events from diverse communities	Attract & identify high-quality diverse programming	Marketing Director & Programmer	% increase in numbers of new artists, and new productions.	Extensive local and international scouting (e.g., Edinburgh) for diverse programming
	Build diversity into Patron Donation & Pulse Award marketing and selection	Marketing Director & Programmer	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)
	Participate in NASC Young Curators programme	Marketing Director & Programmer	Involvement of young curators (aged 18 to 25)	Commitment made to rejoin Young Curators programme in next cycle (2027-28)
Identify and acquire capital funding opportunities to mitigate physical access barriers	Improve physical building where possible to improve access	Executive Director and Technical Director	Improved facilities	Showers upgraded backstage with accessible shower controls
	Enhance visual cues and measures that eliminate the need to request assistance to access buildings	General Manager & Marketing Director	Research accessibility signage for the building and implement changes, where necessary	Scheduled to begin 2027
Encourage a system of ongoing review and introduce positive changes when	Review Action Plan to add goals and increase expectations in line with evolving best practice	Executive Director	EDI Team review Action Plan in Q4 of 2026	Scheduled to begin end of 2026

learning opportunities arise	Explore feasibility of collecting GDPR-compliant data on diversity among artists, staff and audience	Executive Director & General Manager	Baseline data for tracking and reporting	Scheduled to begin end of 2026
	Establish Annual reporting	Executive Director & General Manager	Annual reporting delivered	Scheduled to begin end of 2026