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Name of Policy	Equality, Diversity and Inclusion Policy
Policy Owner:	General Manager
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Directors: M. Hanafin (Chairperson), F. Curran, T. Moylan, C. O’Leary, H. McCowen, P. Kennedy, O. Roe, Cllr. M. Fayne, Cllr. F. McNamara, Cllr. M. Clark, C. Cusack, C. Chapman

Registered Name: The Pavilion Theatre Management Company CLG

Registered Address: Marine Road, Dún Laoghaire Co. Dublin | Company Registered Number: 314064 | Charity Number: 20042578



Equality, Diversity and Inclusion Policy

Pavilion Theatre Policy Statement

Located in the picturesque seaside town of Dún Laoghaire, Pavilion Theatre was built in 2000 as a municipal theatre for the Dún Laoghaire-Rathdown area. It has since grown and established itself as a cultural hive of activity and entertainment for thousands of visitors each year.

Historically based within the world of dance, music and cinema in the Dún Laoghaire area since 1903, Pavilion Theatre reflects on the successes of the past with the aim of continually improving its service and dedication to the arts and to each of its visitors that walk through the doors.

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. Each employee is personally responsible and accountable for ensuring that their actions and behaviours reflect this policy.

Pavilion Theatre seeks to ensure that all who interact with its service (including but not limited to staff, patrons, artists, visiting companies, volunteers and contractors) will be treated fairly and equally, and that no-one will be discriminated against on the following grounds, as stated in the Equal Status Acts 2000-2018:

- Gender – includes male, female, transgender, nonbinary
- Civil status – includes single, married, separated, divorced, widowed people, civil partners and former civil partners
- Family status - refers to the parent of a person under 18 years or the resident primary carer or parent of a person with a disability
- Age - this does not apply to a person aged under 16
- Disability - includes people with physical, intellectual, learning, cognitive or emotional disabilities and a range of medical conditions
- Sexual orientation - includes gay, lesbian, bisexual and heterosexual
- Race - includes race, skin colour, nationality or ethnic origin
- Religion - means religious belief, background, outlook or none
- Membership of the Traveller community

Pavilion Theatre affirms its alignment with the Arts Council's **Equality, Diversity and Inclusion Policy 2020–2025** and commits to contributing to its sector-wide goals, including actively addressing systemic barriers in the arts.

Pavilion Theatre seeks to ensure that we:

- treat everyone with dignity and respect in a fair and consistent manner in an environment where inappropriate behaviour is not acceptable
- deliver equality and diversity throughout organisational policies, procedures and practice and develop an ethos which respects and values all people
- are open to new ways of working and new models of best practice by evolving our policies and procedures as our understanding of equality, diversity and inclusion develops
- acknowledge that the ways in which inequality is experienced is complex and intersectional
- provide services that are fair and free from discrimination, sexual harassment, harassment or victimisation
- accommodate diversity across the nine grounds covered by the equality legislation and meet the needs that are specific to particular groups of clients and colleagues
- are committed to creating a welcoming and respectful environment for people of all genders, including trans and non-binary people.
- make reasonable accommodation for anyone with disabilities who interacts with our service
- seek to promote equality and implement positive action where necessary
- raise concerns regarding discrimination and lack of opportunity and encourage other individuals to do the same
- actively promote equality of opportunity
- strive to remove barriers which limit or discourage access to the organisation's services

Actions for Change

- Publish this policy and any future versions on our website
- Connect with different representative organisations from our community and learn from their lived experiences to improve our services
- Continually update and improve this policy, action plan, and our operational procedures as new approaches to best practice are learned

- Promote and integrate EDI at all levels of our organisation. This includes but is not limited to developing strategies to diversify the demographic makeup at board, staff and volunteer levels.
- Provide staff with necessary and regular EDI training so they may be equipped to support and welcome all members of our community. Costs associated with this training will be built into annual budgets to resource this commitment
- Actively seek to programme and invest in the development of a wider range of events from diverse communities via our annual programme of events and our Patron Donation and Pulse Awards for artists
- Identify and acquire capital funding opportunities to improve the physical layout and structure of our building to provide a more welcoming experience for all staff, patrons and artists
- Encourage a system of ongoing review and introduce positive changes when learning opportunities arise

Equal Opportunities

Pavilion Theatre is an equal opportunity employer.

Our policy is to be fair and consistent in all aspects of our business. We recognise, respect and value differences and diversity.

Staff will be carefully selected by observing the following principles to avoid any form of discrimination:

- Roles and responsibilities will be clearly defined for every job (paid or voluntary)
- Posts will be advertised widely
- We will endeavour to select the most suitably qualified personnel based on their abilities and merits to perform the tasks required
- Staff will be selected by a panel of at least two (or more) representatives through an interview process

Implementation and Review of EDI Policy

Pavilion Theatre is committed to the implementation of this EDI Policy and all associated procedures. We recognise that this document is a “living document” and that we will seek to update it according to best practice and current industry standards. We acknowledge that its implementation is an ongoing process, which will be led by Pavilion Management, and that its delivery is the responsibility of the overall team.

Pavilion Theatre's EDI Policy will be reviewed in **August 2027** or as soon as practicable after there has been a material change in any matter to which the statement refers.

Other Relevant Organisational Policies

- Safe to Create Dignity and Respect Policy
- Child Protection Policy
- Vulnerable Adults Policy

If you have any comments or suggestions on this Equality, Diversity & Inclusion Policy, please contact our General Manager, Niall Gomes O'Connell, niall@paviliontheatre.ie . We welcome all feedback.

Glossary of EDI terminology

Terminology in this glossary is current as of January 2022 and provided by The Arts Council of Ireland's Equality, Diversity and Inclusion Toolkit: Building a Policy for Inclusive Arts Practice

Ableism

Type of discrimination, prejudice and/or unfavourable treatment of people with disabilities based on the belief that people without disabilities (or able bodied) are superior.

Ageism

Type of discrimination, prejudice and/ or unfavourable treatment of people based on their actual or perceived age.

Anti-racism

The work of actively opposing racism by advocating for changes in political, economic, and social life. Anti-racism tends to be an individualised approach, and set up in opposition to individual racist behaviours and impacts.

(Source: Race Forward)

Bias

Bias occurs when an individual acts on the basis of personal opinions, judgement or prejudice, discriminating in favour or against a person or a group. Implicit bias/unconscious bias are attitudes that unconsciously affect our decisions and actions. People often think of bias as intentional, i.e. someone wanted to say something racist.

However, brain science has shown that people are often unaware of their bias, and the concept of implicit bias helps describe a lot of contemporary racist acts that may not be overt or intentional. Implicit bias is just as harmful, so it is important to talk about race explicitly and to take steps to address it. Institutions are composed of individuals whose biases are replicated, and then produce systemic inequities. It is possible to interrupt implicit bias by adding steps to decision-making processes that thoughtfully consider and address racial impacts.

(Source: Race Forward)

Bisexual

Women or men who are attracted to both sexes, female and male. Source: Race Forward

Source: Race Forward

(Source: EIGE)

Classism

Classism is the systematic oppression of subordinated class groups, held in place by attitudes that rank people according to economic status, family lineage, job status, level of education, and other divisions. One's race can be a major determinant of one's social or economic class. The variables of race and class, though closely connected, each need distinct attention.

(Source: Race Forward)

Deaf and deaf

The term Deaf is used by the Deaf community, to identify membership of a unique social, cultural and linguistic group. The lowercase 'd' is used when talking in the audio-logical form or for someone who does not see themselves as being part of a culture or Deaf community.

(Source: SLIS, Sign Language Interpreting Services)

Disability

Persons with disabilities include those who have long-term physical, mental, intellectual or sensory impairments which, in interaction with various barriers, may hinder their full and effective participation in society on an equal basis with others. (UN Convention on the Rights of Persons with Disabilities). The Arts Council subscribes to the social model of disability, which views the way society is organised as being disabling rather than the individual's impairment itself; for example physical and attitudinal barriers.

(Source: IHREC/ESRI)

Discrimination

Treatment of a person in a less favourable way than another person is, has been, or would be treated in a comparable situation on any of the following ten grounds: gender; marital status; family status; age; race; religion; disability; sexual orientation; membership of the Traveller community; or receipt of housing assistance or social welfare. Direct discrimination means treating a person less favourably than another in the same or similar situation on the basis of one, or more, of the protected characteristics. Indirect discrimination means applying practices or policies do not appear to discriminate against one group more than another, but actually have a discriminatory impact. Indirect discrimination can also happen where a requirement that may appear non-discriminatory adversely affects a particular group or class of people.

(Source: Equal Status Acts 2000–2015)

Diversity

The presence of differences within a given environment. (For terminology around Cultural Diversity refer to Cultural Diversity and the Arts).

(Source: [arts council.ie/uploadedFiles/ Main_Site/Content/Artforms_and_Practices/ Arts_Participation_pages/Cultural_ Diversity_language_meanings.pdf](https://arts council.ie/uploadedFiles/Main_Site/Content/Artforms_and_Practices/Arts_Participation_pages/Cultural_Diversity_language_meanings.pdf))

Ethnicity

Identity attributed to a group, usually in the context of a larger dominant society, defined by distinct attributes such as heritage, religion and customs.

Equality & Equity

Equality is the guarantee of absence of discrimination on the grounds of gender, religion, civil status, family status, sexual orientation, age, disability, race or ethnicity.

Equity refers to the acknowledgement that historically excluded, underserved and underrepresented individuals or groups have experienced barriers to full participation, and therefore additional measures are needed to assist these individuals or groups to achieve equality in the provision of effective opportunities to all groups. Equality means establishing equal treatment for all, equity means assisting those who could not otherwise avail of the equal treatment.

Gender

Social attributes and opportunities associated with being female and male and to the relationships between women and men and girls and boys, as well as to the relations between women and those between men.

(Source: EIGE)

Gender Identity

Each person's deeply felt internal and individual experience of gender, which may or may not correspond to the sex assigned at birth, including the personal sense of the body (which may involve, if freely chosen, modification of bodily appearance or function by medical, surgical or other means) and other expressions of gender, including dress, speech and mannerisms.

(Source: EIGE)

Hate Speech & Racist Hate Speech

Hate speech covers all forms of expression which spread, incite, promote or attempt to justify any form of hatred, stereotyping or discrimination that is based on intolerance. Racist hate speech includes intolerance of people based on their real or perceived 'racial', national, ethnic or cultural backgrounds, or their real or perceived religious identity.

(Source: EIGE)

Inclusion

The act of bringing those from traditionally excluded groups into processes, activities, and decision/policy making in a way that shares power.

Intercultural Competence

Communication and behaviour that is both effective and appropriate when interacting across difference.

(Source: Deardoff, 2009)

Intersectionality

The complex, cumulative way in which the effects of multiple forms of discrimination (such as racism, sexism, and classism) combine, overlap, or intersect especially in the experiences of marginalised individuals or groups.

Irish Sign Language

Irish Sign Language is the first and/or preferred language of 5,000 Deaf people in Ireland and approximately 40,000 people in general will communicate in ISL (family, friends, co-workers, etc). Irish Sign Language is the indigenous language of the Deaf community. Irish Sign Language is different from all other sign languages such as British Sign Language, American Sign Language etc. The Deaf community sees itself as a linguistic and cultural minority group as opposed to being disabled.

(Source: Irish Deaf Society)

LGBTQ

Umbrella term used to denote individuals from the Lesbian, Gay, Bisexual, Trans and Queer/Questioning Community.

(Source: EIGE)

Microaggressions

These are comments or actions that subtly and sometimes unconsciously or unintentionally express a prejudiced attitude toward a member of a marginalised group. While any single one of these incidents may seem relatively minor, if they are part of a pattern or taken in the context of other forms of racism, they can have a corrosive effect on the person on the receiving end. They can make someone feel uncomfortable or unwelcome, and they can have negative effects on a person's mental health. Examples of microaggressions include being constantly asked 'where are you from?', or 'can I touch your hair?'.

(Source: INAR)

Privilege

A set of advantages systemically conferred on a particular person or group of people. White people are racially privileged, even if they are economically underprivileged. Privilege and oppression go hand-in-hand: they are two sides of the same power relationship, and both sides of the equation must be understood and addressed. People can be disadvantaged by one identity and privileged by another.

(Source: Race Forward)

Queer

All individuals who fall outside of the gender and sexuality 'norms'.

(Source: EIGE)

Race

A social construct that refers to something that does not have a basis in the natural world but is an artificial distinction created by humans. Race categories or designations have changed over time and continue to change.

Racism

Any action, practice, policy, law, speech, or incident which has the effect (whether intentional or not) of undermining anyone's enjoyment of their human rights, based on their actual or perceived ethnic or national origin or background, where that background is that of a marginalised or historically subordinated group. Institutional racism refers to forms of racism expressed in the practice of social and political institutions; to the way institutions discriminate against certain groups, whether intentionally or not, and to their failure to have in place policies that prevent discrimination or discriminatory behaviour.

(Source: INAR)

Sex

The biological characteristics which define humans as female or male. These sets of biological characteristics are not mutually exclusive as there are individuals who possess both, but these characteristics tend to differentiate humans as males and females.

(Source: EIGE)

Sexual Orientation

Each person's capacity for profound emotional, affectional and sexual attraction to, and intimate and sexual relations with, individuals of a different gender, the same gender or more than one gender.

(Source: EIGE)

Sexual Identity

How one thinks of oneself in terms of attraction to the same sex or members of the other sex, based on one's own experiences, thoughts and reactions, rather than defining oneself based on the gender or sex of one's sexual partner(s).

(Source: EIGE)

Sexism

Actions or attitudes that discriminate against people based solely on their gender.

(Source: EIGE)

Stereotyping

Stereotyping or labelling of a whole group or community occurs when persistent assertions are presented as facts over a period of time, when a minority community is blamed for the broader problems of society or when the anti-social actions of some members of a community are deemed to be the defining characteristics of a whole community. Myths and misinformation can fuel or contribute to an environment where assaults, threatening behaviour and discrimination are more likely to occur.

(Source: INAR)

Tokenism

Policy or practice that is mainly symbolic, and involves attempting to fulfil one's obligations with regard to established targets, such as voluntary or mandated gender quotas, with limited efforts or gestures, especially towards minority groups and women, in ways that will not change men-dominated power and/or organisational arrangements.

(Source: EIGE)

Transgender

Person who has a gender identity different to the gender assigned at birth and who wishes to portray gender identity in a different way to the gender assigned at birth.

(Source: EIGE)

White Privilege

The inherent advantages possessed by White people on the basis of their race in a society where racial inequality and injustice exists.