

ROUGH



MAGIC

Diversity Policy

Policy Statement

Since its foundation Rough Magic has upheld an egalitarian approach to theatre-making and believes that the arts sector should reflect Ireland in all its diversity. Rough Magic continues to promote pluralism and diversity, and actively encourages an inclusive culture within the organisation.

We undertake that no person within our workplace should be discriminated against on any grounds including (but not limited to) gender, marital status, family status, sexual orientation, religion, age, disability, race or membership of the Traveller community.

This policy is supported by Rough Magic's Equal Opportunities and Recruitment Policies and is underpinned by The Irish Theatre Institute's Dignity in the Workplace Policy and Safe to Create Initiative. Rough Magic works in accordance with the Employment Equality Acts 1998 – 2015.

Company Commitments

As a strategically funded theatre company, Rough Magic recognises its role in leading the way to a diverse and fully inclusive theatre sector, and commits to:

- Provide an inclusive and non-discriminatory workplace
- Reflect our ongoing commitment to diversity across (but not limited to) ethnicity, gender and disability in our casting, staff, SEEDS participants and the artists we employ and support
- To continue to work to further diversify our Board
- Publish our policy on Gender Equality on our website and internally track our equality employment statistics
- Offer pay rates that are equitable, transparent and non-discriminatory, with pay scale bands based on level of experience, that are commensurate across all employees including the senior management team
- Implement recommendations from the Arts Council to promote Diversity, Equality and Inclusion

- Offer unconscious Bias Training for employees as part of our commitment to the Safe to Create initiative
- Ensure venues we work in offer accessibility to all audience members
- Make clear in all opportunities to participate in Artist Programmes, or other roles within the company, that we encourage applications from theatre artists in all their diversity
- Work to engage with more diverse audiences through initiatives to reach under-represented localities, such as with our 40 for 40 ticket initiative
- To commission and produce work that offers innovative and diverse stories
- Continue to engage with accessible performances such as ISL interpreted performances and playing in venues that are fully accessible
- Monitor our Audience Engagement Policy to ensure we are reaching as wide and diverse an audience as possible
- To implement gender neutral language in our contracts of employment
- To continue to price our tickets in an affordable way, including concession prices
- Continue our practice of appointing a Board Member to act as a contact for employees should there be any issue that cannot be resolved by the management

Gender Diversity

Rough Magic was an active member of the Gender Equality Working Group; having chaired the 'Gender Equality in Practice in Irish Theatre' launch in July 2018. As part of that group, we ratified a Gender Equality policy which is posted on our website and was updated annually to disclose our percentage of female representation. Since 2022 Rough Magic continues to track our gender employment statistics internally.

Artist Development

As part of our COMPASS strategy in 2021 we held an open application process to Irish artists for apprenticeships, mentoring and bursaries. To encourage a diverse pool of applicants, the company engaged a PR consultant and an Equality Policy expert to help disseminate the

application details to a wide range of community groups; seeking to include members of the Traveller Community, LGBTQ+ groups, Asylum Seekers of Ireland and the Immigrant Council of Ireland.

This practice will be upheld for all future artist development and employment application processes, and all open call advertisements will include the following statement: “Rough Magic would like to encourage applications that are representative of Ireland’s theatre artists in all their diversity - including but not limited to: people across the socio-economic spectrum, people of colour, members of the Traveller Community, people with disabilities and LGBTQI+ people.”

Review of Policy

The Rough Magic board will review this policy at 3-year intervals or as appropriate. The Executive Director is responsible for ensuring that this policy is implemented effectively.

History & Review

Ratified	2021
Reviewed	2024
Next Review	2027

