PAPATANGO THEATRE COMPANY LTD:
EQUALITY, DIVERSITY AND EQUAL OPPORTUNITIES POLICY
8 October 2026

Our Values

Championing playwrights and supporting new talent are central to the work of Papatango Theatre Company Ltd. All of our activities are driven by the aspiration to support and encourage new writers widely and diversely. We strive to draw the most brilliant talent not only from the small proportion of people whose contacts, social mobility, resources, or cultural or financial capital ease them into a professional career in theatre, but from the broadest possible range of people.

We recognise that individuals and groups have been and are oppressed on many grounds, including but not limited to gender, race, nationality, colour, ethnic origin, geographical location, sexuality, class, disability, HIV status, domestic status and responsibilities, religion, politics, age or appearance. We are determined that no individual or group should receive less favourable treatment on any of these grounds, or for any other reason related to their demographic or identity.

Papatango Theatre Company Ltd is therefore committed to encouraging equality and diversity amongst our workforce and audiences, and eliminating unlawful discrimination. We want Papatango Theatre Company Ltd to be a rewarding and enjoyable place to work and engage with, a place where people are treated with dignity and respect, valued for who they are and the contribution they make.

Equality and diversity will be key considerations in artistic and organisational planning and all staff are encouraged to take responsibility for furthering the aims defined in this document, which outlines our guiding principles with regard to fostering equality, diversity and equal opportunities.

Legal Background

This document takes as a starting point the principles of the Equality Act 2010 and Equality Duty 2023. These recognise that both employers and employees have a legal duty in the workplace to:

1. prevent and eliminate discrimination, harassment and victimisation prohibited by the Equality Act 2010. This applies to all protected characteristics (listed below) and employers are required to ensure that they are acting fairly towards employees, customers and other users of their services.
2. establish and promote equality and equal opportunities in the day-to-day running of their organisations. This applies to all protected characteristics other than marriage and civil partnership.
3. foster good relations, by tackling prejudice and promoting understanding, between people who share a protected characteristic and those who do not. This applies to all protected characteristics other than marriage and civil partnership.

While the public sector equality duty does not include the protected characteristic of marriage and civil partnership in requirements 2 and 3, employers and employees are still bound by the general requirements of the Equality Act, meaning they must not discriminate, harass and victimise on the grounds of this protected characteristic.
Papatango Theatre Company Ltd therefore seeks to ensure no individual or group is ever discriminated against in any way for any of the following protected characteristics:

- Age
- Disability
- Sex (Gender)
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sexual orientation

This is provided as a checklist to help staff and stakeholders to be mindful of some of the identity or demographic markers that may preclude equal opportunities for all or form barriers to our goals of equality and diversity. It is not a definitive or comprehensive list. Papatango Theatre Company Ltd strive to recognise and respect any and all markers of identity, background or demographic which may be relevant to any individual or group's experience of theatre, playwriting, or engaging with our work.

Our Commitments

Papatango Theatre Company Ltd commit:

- To provide and encourage equality, fairness and respect in the workplace and all activities relating to, or carried out by, the company
- To oppose and avoid all forms of unlawful discrimination, including pay and benefits, terms and conditions of employment, dealing with grievances and discipline, dismissal, redundancy, and selection for employment, promotion, training or other developmental opportunities

- To create a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff and those who engage with our work are recognised and valued

- To seriously address complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, customers, suppliers, visitors, the public and any others in the course of the organisation's work activities

- To monitor the success of our equality, diversity and equal opportunities policy and adjust our actions as required

Equal Opportunities

Papatango Theatre Company Ltd is an equal opportunities employer. We aim to ensure that no job applicant or employee receives less favourable treatment on the grounds of sex, race, colour, nationality, disability, ethnic or national origins, class, marital status, civil status, sexual orientation, gender re-assignment, age, trade union activity, political or religious belief. Applications from deaf and disabled people are welcome. Selection criteria and procedures will be kept under review to ensure that individuals are selected, promoted and treated on the basis of their relevant merits and abilities.

We aim to combat prejudice or discrimination in all forms. We recognise statistical evidence that suggests that women and those from ethnic communities are not, as yet, in a position of equality within the performing arts industries and we seek to address this in our work and our employment strategies. All those who participate in this company's work will briefed on the policy and must agree to apply it in practice.

Progress Against Targets

A comprehensive review of over 23,000 people who have been employed by or engaged with Papatango Theatre Company Ltd in the last decade was conducted in autumn 2026. This revealed:

- Commissioned writers are: 50% male-identifying, 46% female-identifying and 4% non-binary gender; 42% aged under-30, 52% aged 31-49 and 6% aged over-50; 22% from the global majority, 33% LGBTQIA+, 82% state-educated, and 23% disabled.
- Freelance artists employed by the company are: 43% male-identifying, 54% female-identifying, and 3% non-binary gender; 46% aged under-30, 37% aged 31-49, and 17% aged over-50; 27% from the global majority; and 24% LGBTQIA+.
- Freelance readers employed by the company are 31% male-identifying, 64% female-identifying, 5% non-binary gender, 64% aged under-30, 31% aged 31-49, 5% aged over-50, 27% from the global majority, 35% LGBTQIA+, 84% state-educated, and 16% disabled.
- Creative learning participants are 37% male-identifying, 60% female-identifying, 3% non-binary gender, 40% from the global majority, and 25% have special educational needs.

(Note: different data sets capture slightly different information, reflecting changes to monitoring and evaluation over the period as well as distinct outcomes and targets.)

We believe this is positive evidence of Papatango Theatre Company Ltd's efforts to be equal, diverse and inclusive. In 2025, certain areas for progress were identified:

- To increase the number of people aged over-50 we commission and/or hire.
  This has increased by 3% in the last year.
- To better capture data on the religious identity of our beneficiaries and employees, factoring this into all monitoring and evaluation forms.

This has been achieved.

- To provide at least two EDI-relevant training sessions each year for staff, freelancers and other relevant stakeholders or partners.
  This has been achieved.

Looking ahead, we intend to set the following targets:

- To maintain the representation of peopled aged over-50, and/or from the global majority, and/or living with disabilities, at the levels recorded above.
- To continue to provide at least two EDI-relevant training sessions each year for staff, freelancers and other relevant stakeholders or partners.

Upholding this Policy

In the event of any complaint relating to Papatango Theatre Company Ltd's approach to equality, diversity or equal opportunities, we refer all employees, stakeholders and members of the public to our separate Complaints Policy, available on the 'Policies' section of our website (www.papatango.co.uk).

Senior management are responsible for implementing and monitoring the effectiveness of this policy and the board is held accountable for the policy. It is the responsibility of all staff to promote equality of opportunity. Papatango Theatre Company Ltd has an awareness of its responsibilities under the Protection from Harassment Act 1997, Equality Duty 2023 and Equality Act 2010.

This policy will be reviewed by the company and board and updated in October every year.