

TAKE ONE ACTION FILM FESTIVALS

EQUALITY, DIVERSITY & INCLUSION POLICY



'Everyone has the right to freely participate in the cultural life of the community.'

Universal Declaration of Human Rights

Take One Action Film Festivals (TOA) value equality, diversity and inclusion (EDI) and our role in creating a vibrant cultural landscape in Scotland. This policy sets out the organisation's commitment to meeting and exceeding its duties under the Equality Act (2010), employing and promoting best practice in relation to its core organisational operation and the festivals, events, projects and opportunities it originates.

In broad terms, we define our commitments as follows:

- Equality: a commitment to actively recognising and reducing – or altogether removing – potential barriers to access for employees, volunteers, trustees, audiences and all those who contribute to our events.
- Diversity: a commitment to ensuring differences are recognised, respected, represented and valued, evidenced in part by championing representation of diverse lived experiences, on and off screen.
- Inclusion: a practice and approach that ensures people (audiences, filmmakers, event contributors, communities, staff and volunteers) can not only take part in our activities, but can do so in the way that they want to.

Furthermore, TOA will continue supporting and advocating for an increased awareness of and commitment to equalities, diversity and inclusion among our networks.

TOA's commitment to EDI will therefore consolidate equalities, diversity and inclusion within all of our activities. This includes but is not be limited to:

- providing a social-justice platform not only for the exploration of a wide range of issues affecting individuals and groups with "protected characteristics" (as defined in the Equality Act 2010) but also for advocacy by and on behalf of these individuals and groups;
- providing a platform for filmmakers, protagonists and advocates of Black and Minority Ethnic or Refugee (BAMER) backgrounds;
- prioritising working with venues that are fully accessible and that provide gender-neutral facilities where possible;
- creating accessible marketing materials in print and digital form;
- engaging with Scotland's D/deaf community (increasing access to live events and films through the provision of captioned screenings and BSL interpreters and working with an Access Coordinator to ensure our approach is cohesive and meaningful – i.e. reflects or exceeds best practice);
- (year 2): engaging with Scotland's blind and visually impaired audiences (providing access to audio-described screenings);
- providing cultural and event opportunities in areas of multiple deprivation;
- introducing a sliding scale for ticket prices based on a "pay-what-you-can" approach at non-cinema venues and looking to introduce this at theatrical venues as well;

- providing free tickets to theatrical screenings / events to groups that work with communities who may face barriers to access due to financial, social or cultural circumstances (Community Ticket Fund);
- complementing the Community Ticket Fund with travel bursaries and childcare support; appointing an Access Coordinator to administer these;
- providing subsidised ticket rates for those aged 25 and under to encourage participation by a younger audience at the venues where we have a more rigid ticket structure (i.e. cinema venues)
- ensuring that all opportunities within the organisation (employment, board level or voluntary) are advertised widely, with a particular focus on proactively reaching out to diverse communities and networks (i.e. disability groups, refugee support groups, BAMER groups, LGBTQI+ networks).

To help Take One Action meet this commitment, we have formulated an **Equalities, Diversity and Inclusion Action Plan** to guide our activities (*see following pages*)