



STARCATCHERS

Anti-Discrimination Policy

2021

Starcatchers is retitling this as an Anti-Discrimination Policy to more specifically address the key issues that result in a lack of equality, diversity, inclusion and access. The term EDI (Equalities, Diversity, Inclusion) is still widely used and recognised by key partners and so this subtitle will also remain, along with a fourth term, Access. These positive and general terms remain useful, alongside the critical and specific discriminations that need actions.

In line with Starcatchers' strategic priorities and 2021-26 Business Plan, there will be two actions for change underpinning all work - Diversity and Environment. Both priority areas are closely aligned with this Anti-Discrimination Policy, recognising that a socially-just operational model puts the welfare of both people and the planet at the heart of decision making.



Anti-Discrimination Policy

Equalities, Diversity, Inclusion, Access

Last updated February 2021

Starcatchers aims to be an organisation that reflects the society in which we live.

Starcatchers recognises that it must take an anti-discriminatory stance, addressing systemic injustice and prejudice prevalent in society. We pledge to invest time and resource listening to and responding to communities and individuals, with the aim of developing more opportunities to work together.

Starcatchers values the individual contributions of people irrespective of sex, age, marital status, disability, sexuality, race, colour, religion, ethnic, or national origin, history of illness, needs of dependants and/or parenthood.

We believe that it is in the company's best interests to ensure that the human resources, talents and skills available throughout the community are considered when employment and training opportunities arise. To this end we are committed to developing and maintaining a workforce that reflects the society in which we operate.

Every possible step will be taken to ensure that individuals are treated equally and fairly and that decisions on recruitment, selection, training, promotion and career management are based solely on objective and job-related criteria.

Starcatchers fully supports this policy statement. All employees and those engaged in our activities are responsible for playing their part in achieving these objectives.

Implementation

- All staff, members and board members will be briefed on the policy and must agree to apply it in practice. The policy is incorporated in the contract of employment and it is a condition of service that all staff understand and operate the policy fully.
- The effectiveness of this policy will be monitored and updated annually in accordance with new legislation.
- Training and guidance will be provided for key decision makers.
- Existing procedures for recruitment, selection, promotion and training will be examined and regularly reviewed to ensure that individuals are selected on the basis of merit and abilities.
- Any employee grievances about unfair treatment, discrimination and harassment will be resolved through the grievance procedure.
- Any participant or job applicant grievances should be addressed in writing to the Chief Executive or Chair of the Board.
- Scope for using lawful positive action, training and encouragement will be identified.
- Activities and employment opportunities will be promoted in publications and situations where they can be seen by currently underrepresented groups.
- Activities will be placed in spaces that are fully accessible.
- The Chief Executive and Board of Trustees are responsible for ensuring that this policy is implemented.

References

Where referred to, employment procedures and practices are in relation to the:

- Equality Act 2010
- Race Relations Act (RRA) 1976
- Equal Pay Act (EPA) 1970
- Disability Discrimination Act (DDA) 1995
- Sex Discrimination Act (SDA) 1975 and 1986
- Human Rights Act and the European Convention on Human Rights

Context and Background

Starcatchers' vision is that our youngest children, those from birth to 5 years, fulfil their right to access arts and creative experiences that give inspiration, joy and wonder to early childhood in Scotland.

Our mission is to inspire babies, toddlers and young children by including them in high quality live performances and creative experiences that fulfil their right to access a rich arts and cultural life in Scotland regardless of where they live or their background.

Starcatchers offers innovative, beautiful, collaborative arts and creative experiences that babies, toddlers and young children aged birth-5 can share with their parents and carers. Engaging with and participating in these activities brings joy and wonder, fostering the understanding that very young children are creative agents with their own capabilities and voices. Placing the child's voice at the heart of everything we do also means looking after things that are central to children's wellbeing. This means making strong choices to actively support diversity and inclusion so that all babies can grow up in a more equal and just society. It also means a commitment to climate action, carbon reduction and new models of sustainable working.

Starcatchers was founded to provide our youngest children with the opportunity to experience theatre and the arts. Integral to that was the belief that all children, regardless of their age and stage of development, have a right to access arts and cultural life as outlined in Article 31 of the United Nations Convention on the Rights of the Child (UNCRC).

This belief is unwavering. As Scotland incorporates the UNCRC into domestic law, our resolve to ensure that all our youngest children have access to age-appropriate, quality arts and cultural experiences is reinforced.

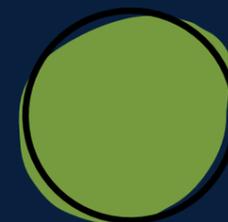
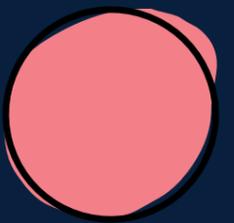
We believe that Scotland should be the best place in the world to grow up and that Starcatchers, as the National Arts and Early Years Organisation, has an integral role to play in achieving this goal

Underpinning all our work sit two actions for change - Diversity and Environment. As we strive to address some of the most significant challenges of our time, we aim to achieve positive action through our activities and our model of working.

There is currently an inequity of access to the arts. We must actively work together with those facing marginalisation and exclusion to find out what is needed and wanted, and how we positively effect change. We will strive to amplify the voices of the under-represented, this means actively diversifying the artists we work with, the work we make, the audiences we engage with, and the staff and board who support the organisation.

The Protected Characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation provide a minimum standard and legal benchmark. While our business model is directly related to the protected characteristics of Age and Pregnancy/Maternity, we recognise the intersectionality of all forms of discrimination including classism, ableism, and socio-economic inequalities in our society. This is why our Action Plan sets out ways to reach higher than the minimum legal standard of Protected Characteristics and Children's Rights.

We recognise that our world is in a climate crisis. With our youngest children at the heart of all our work, it is our responsibility to find new ways of working that can reduce our impact on the planet and reduce our carbon emissions. Starcatchers' activities should contribute to children having a greener, healthier environment to grow up in.



Current activity

All projects and opportunities are appraised to ensure that Starcatchers continues to reach as wide a range of participants as possible and that we are actively connecting with, listening to, and working alongside those with protected characteristics and/or facing marginalisation.

There is an Action Plan for 2021/22 to track progress against EDI and Access targets.

Currently, Starcatchers is:

- delivering artistic work in communities of where there is an evidenced need and invitation to work together;
- touring work to audiences across Scotland's communities, including areas of rural, cultural and social isolation or poverty;
- diversifying the workforce, so that the creative practitioners and makers are representative of children in Scotland;
- training Early Years practitioners to understand and use their own creativity to support positive experiences and development in the children and families they work with;
- advocating for and supporting all of Scotland's children in accessing their rights as laid out in the UNCRC.



- To increase the diversity of our staff, board and the artists we work with, in order to better reflect a modern Scotland.
- To better understand our artists, audiences and participants, through listening and consulting, and ensuring we are providing high impact activities that meet real needs, including positive contributions to covid-recovery.
- To actively share the resources we have (finances, work, power, energy, skills) in order to play an active role in dismantling systemic discrimination.
- To increase the accessibility of our productions, in order to provide equality of access to high quality, innovative creative experiences and to explore how these touring/performing processes are lower-carbon than traditional models of operating.
- Ensure our work positively impacts on the most underserved communities dealing with poverty, to benefit the outcomes of Scotland's youngest children and their families, particularly with post-covid recovery and highlighting their voices in the Year of Childhood 2021.
- Promote a culture of working that takes a children's rights approach, where discrimination is understood, and where people and the planet are safeguarded.

Starcatchers' Anti-Racism Plan is based on key intentions to:

Create space and opportunities

Fund work

Support people

Resource output

Amplify voices

The four areas below show actions relating to the 2021/22 financial year, against which there will be regular check-ins to see that we are delivering as planned, assess how the work is developing, and identify new actions both for this period and into the future.

Anti-Racism Action Plan 2021/22

We recognise that, in the context of Black Lives Matter in 2020, our Anti-Discrimination Plan and any work we seek to deliver to promote equalities, diversity, inclusion and access must take an anti-racist approach. Anti-racism goals and objectives are central to our Policy and Action Plan for 2021/22 and we are including a separate section here to highlight the specific area of work that must be done in this area.

1

Strategy and policy

- Update the Anti-Discrimination Policy to reflect learning around anti-racism and decolonisation and how this will be implemented throughout 2021.
- Write Anti-Racism Policy to sit alongside the EDI Policy, disseminate to the full team, including it in contracts of employment.
- Identify staff with responsibility for ensuring the Anti-Racism Policy and actions are rolled out.
- Full team coordination of actions across all programmes of delivery.
- The new 5-year Business Plan is written, based on the current Strategic Priorities document that recognises the dual overarching responsibilities to Environment and Diversity.

2

Training and research

- Continue with anti-racism training for the full Starcatchers' team (Board, artists, staff).
- The anti-racism digital platform in the virtual office is further populated and developed, for the sharing of (un)learning materials, links, contacts, documents and resources, with clear channels for sharing info across the full team.
- At least two senior managers complete further training in anti-racism.
- Anti-Racism in an Early Years & Childcare context is researched, building on information of anti-racism in an Education context.
- Research and create Language Guidance document for all staff use.
- Buy in consultancy support from specialists to ensure that this work is of high quality, up-to-date, and guided by lived experience.

3

Activity and events

- Support of the Open Space Event for consultant artists of colour, with sector partners.
- Providing anti-racism training for artists, free of charge.
- Contribute to Together's call for the National Taskforce on the Rights of Black and ethnic minority children, to put to Scottish Parliament this year.
- Starcatchers' regular programme of activity with families responds to key milestones and celebrations in the year, celebrating and exploring cultural diversity and voices of Scottish children in community and ELC settings.

4

Workforce/work

- Paid work for artists of colour across all areas of delivery:
- In community settings working with families (outdoor)
- In ELC settings working with early years practitioners (digital)
- In commissions for creating new work for early years audiences (in person/outdoor)
- As part of the creative/performance teams for new work currently in development for early years audiences (in person/outdoor)
- Placements and Creative Bursaries for artists of colour entering the profession or interested in developing a career in arts for Early Years
- Freelance/consultancy roles within the project teams.
- Continued development of the Board of Trustees (currently 82% white).
- Continued development of staffing structure, flexible working, and recruitment processes (currently all-white and all-female).