



Equity, diversity and inclusion statement and action plan

Last reviewed: June 2026

Next review: June 2027

1. Purpose

This document outlines the values, approach and actions of Full House Theatre in addressing equity, diversity and inclusion. The Action Plan will inform key aspects of our work from recruitment, to building relationships with external organisations and working and collaborating with creative practitioners and artists.

2. Context

While the *Equality Act 2010 (Amendment) Regulations 2023* sets the legal framework for protection against discrimination for nine protected characteristics, individual theatre arts organisations are taking different approaches to challenging systemic issues related to access to arts, diversity among performers/practitioners and current contexts related to equity, diversity, inclusion (EDI).

Established in 2001, Full House Theatre strives to create engaging theatre and performance projects for children and young people. In carrying out this mission, we recognise our responsibility to ensure projects expose audiences to a diverse range of voices and perspectives. Not only is content important but so too is the inclusion of diverse communities and practitioners in making our work. As such, we offer ongoing professional learning opportunities to our practitioners and conduct regular strategic thinking initiatives related to EDI.

The monitoring and reporting of this work is evolving and our approach these activities are outlined below.

3. Statement

Over the course of three months, with the support of its Diversity and Inclusion Associate, Full House developed an EDI Statement which was reviewed and approved by our Board of Trustees in January 2024. The statement is as follows:

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Creative Directors Ben Miles and Harriet Hardie **Registered Charity No. 1165541**

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Our differences make all of us great and that's why Full House embeds diversity, equity, inclusion and anti-oppression in everything we do.

Embracing different ideas, experiences and voices helps us to create. The more diverse people we work with, who are each heard, respected, and valued, the more we create a culture where we all – children, young people, grown-ups – thrive.

Full House is home for everyone, no matter who you are.

4. Approach

Our commitment as an organisation is to centre the voices of the communities represented and reflected in our work. This means we create from a place of meaningful connections and relationships as opposed to engaging communities solely for the purpose of telling their stories.

We take diversity seriously and value intersectional perspectives to the benefit of our audience. Our aim, where possible, is to work with and uphold organisations and creative practitioners from the following prioritised identities:

PRIORITISED IDENTITIES
Disability
LGBTQIA+
Members of Global Majority and other marginalised ethnic groups
Neurodivergence
Socio-economic representation

Consider the following:

- Full House commits to upholding and following the *Equality Act 2010 (Amendment) Regulations 2023* (<https://www.legislation.gov.uk/ukpga/2010/15/contents>)
- “women” is a fully inclusive term. Full House will not collect data on women as an isolated category but will instead pursue increased representation of women within the prioritised identities outlined above. This approach is intended to mitigate the dominance of white feminist perspectives, which have historically shaped feminist movements to the detriment of women of colour and other marginalised groups.

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- Full House uses the identities above that overlap and extend beyond the standard definitions of the protected characteristics as established in the *Equality Act 2010 (Amendment) Regulations 2023*. For example: socio-economic representation includes lone parent families, under-served communities, educational attainment and lower-income households, etc.

5. Targets

The overall target for protected characteristics (based on Full House definitions) will be 60% of all externally engaged staff. Individual prioritised identities will be monitored and measured over a five-year cycle.

Targets from 2026-30 are projected and will be adjusted on baseline data collected in 2025-26. These targets will be reviewed annually and the decision to increase will be made on an individual basis.

PRIORITISED IDENTITIES	2025-26 Baseline	2026-27	2027-28	2028-29	2029-30
Disability	10%	10.5%	11%	11.5%	12%
LGBTQIA+	23%	26%	27%	28%	29%
Members of Global Majority and other marginalised ethnic groups	33%	34%	35%	36%	37%
Neurodivergence	30%	33%	33.3%	33.6%	34%
Socio-economic representation	38%	41%	41.4%	41.8%	42.2%

Recruitment of internal staff will prioritise diverse and intersectional identities where possible. Full House uses anonymous tools to monitor applicant characteristics for the purposes of internal reporting. EDI criteria apply to the Board of Trustees who serve a rolling term of three years, with recruitment from key stakeholder groups.

6. Training and Support

Training related to EDI will be provided at minimum of every three years to staff and Board of Trustees. Some professional learning opportunities to external creative practitioners related to EDI may be provided, for example through our *Creative Pathways* project which is a development programme for local artists and creatives.



Full House will continue to engage the services of an Equity and Inclusion practitioner to advise and for consultation related to EDI and anti-oppression practice.

7. Monitoring and Compliance

The day-to-day monitoring of this document will be the responsibility of the CEOs as outlined in the Full House Scheme of Delegation.

This document and the actions within will be regularly reviewed and approved by the Board of Trustees.

8. Equality and Diversity Policy

This action plan and statement is underpinned by Full House's existing Equality and Diversity Policy which is reviewed annually.

[Please click here to view the policy.](#)