



# **Equality, Diversity and Inclusion Plan 2016 – 2020**

**(updated July 2017)**

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**Equality, Diversity and Inclusion Plan  
2016-2020**

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**RELATED DOCUMENTS**

Fèis Rois Access Policy

## Section 1: Overview

### MISSION

Fèis Rois creates transformative opportunities for people of all ages to celebrate and engage with the traditional arts and Gaelic language.

### EQUALITY, DIVERSITY AND INCLUSION STATEMENT

Fèis Rois is committed to the promotion of equality of opportunity in all areas and functions of its work. The organisation seeks to provide a positive working environment for its staff and an inviting, accessible service to a broad range of users.

Fèis Rois believes that everyone should be able to access and participate in the arts and creative industries in Scotland and that no-one should be disadvantaged by artificial barriers. In addition to supporting and developing quality and excellence, Fèis Rois encourages as many people as possible to access and participate in all aspects of the traditional arts.

Fèis Rois:

- Plans projects in response to the cultural needs of the communities in which it works;
- Encourages an ethos of openness, participation and engagement across all of its activity;
- Recognises that everyone is different and that differences should be respected, recognised, valued and celebrated;
- Believes that recognising creative diversity enables the arts and creative industries to flourish and leads to exciting and innovative new collaborations (see SWOT analysis below for evidence of this).

Fèis Rois has an equal opportunities policy and fair employment practices. These are outlined in the 2018-2021 Business Plan and the Staff Handbook. They are not the focus of this action plan, which addresses equalities, diversity and inclusion within the context of the organisation's creative programme.

### PROTECTED CHARACTERISTICS

This EDI action plan will focus on 3 of the 9 protected characteristics covered by the Equality Act 2010: age, disability and race/ethnicity.

In addition, the following issues will also be addressed:

- Gender equality
- Socio-economic deprivation
- Rural isolation
- Gaelic language

## Section 2: Current Position

### SWOT ANALYSIS

Strengths	Weaknesses
<ul style="list-style-type: none"><li>• Increasing opportunities for people of all ages to engage in the traditional arts. A number of projects have been</li></ul>	<ul style="list-style-type: none"><li>• Gender imbalance in some core activities. For example, over the past three years,</li></ul>

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Approved by the Fèis Rois Board on 22 November 2017

<p>developed in recent years, including projects for very young children in Early Years settings and a year-round programme of traditional music workshops for adults and older people.</p> <ul style="list-style-type: none"> <li>• Young people are empowered as decision makers and encouraged to participate in public life. For example, a quarter of the Fèis Rois Board are aged under 25. Fèis Rois also leads on the development and delivery of the Highland Youth Arts Hub and, as such, has established a Youth Forum with a strong voice.</li> <li>• Youth employment. A third of the current Fèis Rois staff team are under the age of 30. In addition, 15 young people under the age of 25 are offered paid summer employment each year through the Ceilidh Trail project.</li> <li>• Community empowerment. A number of people engaged in the lifelong learning project now organise events (fundraising and performance) and volunteer for Fèis Rois.</li> <li>• Meeting the needs of people from protected groups when these are different to the needs of other people. For example, providing 1-to-1 instrumental music tuition for young people with autistic spectrum disorder; collaborating with Moniac Mhòr Writing Centre to offer residential music making courses for young people with complex social and/or learning needs; and commissioning music that can be performed using music technology.</li> <li>• Advancing equality of opportunity between people who share a protected characteristic and those who do not by ensuring that there is an ethos of inclusion within the core creative programme. For example, young people with a range of disabilities attend weekly workshops and residential courses.</li> <li>• International knowledge exchange of best practice in working with hearing impaired and sight impaired people. Fèis Rois has a partnership with a charity based in Bucharest, <i>Light into Europe</i>.</li> <li>• Gender equality at Board level. 50% of the Board are male and 50% are female.</li> <li>• Promotion of Gaelic language and culture.</li> </ul>	<p>there has been approximately a 60/40 split girls/boys on residential courses and 33% of the weekly class participants are boys with 66% being girls.</p> <ul style="list-style-type: none"> <li>• Equality of provision in rural communities.</li> <li>• EDI data gathering across all activity.</li> </ul>
<p><b>Opportunities</b></p>	<p><b>Threats</b></p>
<ul style="list-style-type: none"> <li>• To further exploit digital technology. Fèis Rois launched a new app in 2016 aimed at introducing young children to traditional music, song and dance. This will enable the organisation to reach out to a wider audience. Digital technology is also a useful tool for reaching out to very rural communities in the Highlands.</li> <li>• To develop new collaborative projects with ethnic minority groups in the Highlands.</li> <li>• To advance the equality of opportunity between people who share a protected characteristic and those who do not.</li> <li>• To further develop inclusion at core events and workshops.</li> </ul>	<ul style="list-style-type: none"> <li>• Increased consumer choice means competition for leisure time, which can contribute to gender imbalance.</li> <li>• The general economy. Families on low to middle incomes are finding it increasingly difficult to access activity that requires participation fees. A participation fee may need to be charged if the activity is to be sustainable.</li> </ul>

<ul style="list-style-type: none"> <li>• To collaborate with partners in the Highland Youth Arts Hub to continue to address issues of rural deprivation through Creative in Your Community and other projects.</li> <li>• To address issues of socio-economic inequality by developing new work in partnership with HMP Inverness.</li> <li>• Improved data gathering will highlight areas for new project development.</li> <li>• Two board members fluent in Gaelic.</li> </ul>	<ul style="list-style-type: none"> <li>• Poor broadband connectivity in the Highlands is a threat to any digital work developed.</li> <li>• Youth movement out of the Highlands is common.</li> <li>• Lack of fluent Gaelic speakers on staff team.</li> </ul>
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**SEE APPENDIX 1 BELOW FOR DETAILED TABLED EDI ACTION PLAN**