

King's Head Theatre

Gender Policy

First written: June 2017

About the King's Head Theatre

For 47 years the King's Head Theatre has been home to the hottest talent and the most exciting emerging companies and artists. We are an ambitious, thriving producing house located in the heart of Islington, the home of an unapologetically broad programme of work and an unwavering commitment to ethical employment on the fringe. Last year we produced 8 in-house shows, worked with 6 Trainee Resident Directors, produced a two week new writing festival and had 861 performances of 84 different shows in our 110 seater home off Upper Street in Islington.

Our Commitment to Ethical Employment

We believe that ethical employment is vital to the future of our industry. We have always been passionate about fighting prejudice and from our background as a champion of ethical payment on the Fringe through to our work with Equity we are committed to being a sustainable employer for anyone for all time.

We are committed to championing diversity and fair pay through the diversity of voices on stage, behind the scenes and also represented through our staff team and audiences and our commitment to help others achieve the same. We will promote the chance to work at the King's Head Theatre regardless of gender, sexuality, race, age, disability or 'class' and will welcome young artists through our doors teaching them in turn the value of diversity.

We will promote an ethical way of working with artists that value their entire lives: through promoting artist wellbeing and looking at ways we can work with other organisations to invest in space that is welcoming and affordable for all our artists. We will act as a hub to small and regional fringe theatres inviting them to ask any questions and offering them mentoring, support and meet up events. No small theatre should feel they are in it alone, and we want to be the place that helps those that commit to ethical employment.

We believe the theatre can be a welcoming and sustainable profession and we will invite others to adopt our practices, teaching the young companies, artists and creatives that come through our doors the value of wellbeing. Above all we will value those who walk in to our building regardless of who they are or what their experience is.

Measurable outcomes:

With immediate effect we commit that we will work with artists and creatives annually that are

- o 50% non-male artists & creatives
- o 50% non-male playwrights
- o Offer at least 50 hours a year to mentoring and helping emerging companies and championing ethical employment

By 2021 we commit that we will work with artists and creatives that are

- o 50% non-male artists & creatives
- o 50% non-male playwrights
- o 10% non-white British
- o 65% under 35
- o 10% deaf and disabled by 2024
- o Offer at least 50 hours a year to mentoring and helping emerging companies and championing ethical employment

Policy regarding staff and board members

The King's Head Theatre believes that diversity creates passionate, exciting work. We will organise an annual Equality day for all staff and board members to raise awareness about any gender and diversity issues that have arisen as a result of the annual gender equality report.

- The King's Head Theatre pledges to encourage the Board to assign new Board Members on a 1 male to 1 non-male ratio and to aim towards a 50% non-male representation.

Gender Equality reporting

The King's Head Theatre is committed to monitoring the numbers of male and non-male creatives and artists employed in all disciplines around the theatre.

An annual gender equality report will be created by the Executive Director using data collected from production teams and employment records throughout the year, which is to be published online and made accessible to the public. This report will be the basis for an annual meeting committed to diversity and gender equality which all staff and board members shall attend.

The King's Head Theatre employs just 8 full time members of staff but will commit to publishing statutory calculations around the Gender pay reporting legislation (for employers with 250 or more employees) so we can champion fair pay on the fringe for all.