

FACT Liverpool celebrates diversity in the workplace and welcomes people of all backgrounds, including individuals who identify as being/from the: Black, Asian or Global Ethnic Majority heritage, D/deaf, Disabled, Neurodivergent, differently-abled, LGBTQIA+ community, are from lower socio-economic backgrounds and/or have lived experience of racism and/or ableism. FACT understands that each of us brings our individual experiences, social positions and uniqueness to what we do.

Equality, equity, diversity and inclusion is at the heart of everything we do at FACT Liverpool. We aim to create a safe workplace and space for dialogue, where everyone feels welcome. We value each person as an individual with unique social positions.

We will treat everyone with dignity and respect and recognise all aspects of a person's identity to foster a workplace and community of belonging. We are a disability equity charity - so, we'll build a culture that's accessible and inclusive first. And we will listen, learn and keep improving to increase opportunities within the workplace and through our arts and cultural offer. We recognise our duty to equality in our work and to meet the legal responsibilities under the Equality Act 2010.

FACT commits to:

- ❖ Embed equality, equity, diversity and inclusion as a central to FACT's workplace, programme and offer
- ❖ Improve our approach to inclusive recruitment so that everyone feels welcome to join and work at FACT
- ❖ Monitor diversity within the workforce and through recruitment and open calls
- ❖ Offer targeted training opportunities to support colleagues EDI awareness
- ❖ Strive to become a Disability Confident Leader
- ❖ Strive to be an anti-racist organisation with a zero tolerance to oppressive behaviours with regards to race and other protected characteristics
- ❖ Protect the rights of individuals from direct and indirect discrimination, harassment and victimisation in the workplace, when engaging with and participating in FACT's offer
- ❖ Develop clear processes to report any behaviour not inline with our Equality, Diversity and Inclusion policy and organisations values

Ambitions

FACTs EDI action plan has been developed to go beyond compliance with legal requirements, to be bold in response to our commitments and the Arts Council England EDI investment principles, set as a National Portfolio funded organisation.

Framework

This action plan has been developed as part of a co-production circle made up of people with various lived experiences, training and insight. FACT team members, including our Planning and Development Circle and People Sub-committee, composed of trustees have also contributed to the development of this EDI action plan.

Actions

The EDI lead and members of the EDI circle will oversee objectives contained within the annual action plan. Other members of the team may be asked to input at different times to support the work outlined within the objectives. The EDI circle will conduct quarterly reviews of the progress of the objectives.

Developing our EDI Action Plan

This EDI action plan for 2026-27 has been developed by a co-production group featuring members of the EDI Circle, Planning and Development Circle, Executive Team made up of people and trustees with diverse voices, insight and lived experiences.

We invite FACT's People Sub-committee, composed of trustees to feed into this EDI action plan with any comments or suggestions, based on their various expertise and lived experiences.

We will introduce FACT's annual EDI action plan to the wider staff team through all staff meetings and workshops to support a collective commitment to achieve the objectives outlined with this EDI action plan.

Objective: Accessible Practice and Leadership	
Ambition	Actions
Develop an EDI action plan, to go beyond compliance and remove physical and systemic barriers within the workplace and to participation with offer	→ Identify and commit to core equitable and inclusive approaches to EDI → Create safe and accessible spaces for staff members from across the organisation to share their perspectives and lived experiences to contribute to the framework of this action plan → Implement creative opportunities, to champion participation from across the organisation to achieve the actions
Develop an accessibility strategy for the organisation	→ EDI lead to oversee an accessibility circle made up of representatives from across the organisation to develop an accessibility strategy with SMART goals → Members of the planning and development circle and People sub-committee to review and approve the accessibility strategy → Develop in-house workshops to introduce and embed accessibility across organisation
Become a Disability Confident Leader organisation	→ Secure a registered partner organisation to carry FACT's Disability Confident Leader assessment → Create a mission and values statement as a Disability Confident Leader organisation → Create targeted sector leadership opportunities to share FACT's Disability Confident journey and best practices

Objective: Workforce Development	
Ambition	Actions
Annual review of inclusive recruitment policy and best practice guides	→ Review FACT's Inclusive Recruitment policy to check if up-to-date with legislation, disability equality and best practice → Develop additional resources and guides for best practices in inclusive recruitment → Offer mandatory inclusive recruitment and unconscious bias training to all staff members involved in recruitment processes
Create targeted recruitment strategies, for job openings, open calls and work experience opportunities for underrepresented groups	→ Review positive action work experience placement trial for candidates who identify with having a disability or long term health condition, in collaboration with JobCentre Plus → Assess if the partnership with JobCentre Plus can be rolled out to additional departments on an annual basis → Ensure open calls embody FACT's inclusive recruitment policy and best practices
Offer targeted training and development opportunities to support colleagues	→ Continue to offer mandatory Equality, Diversity, Inclusion training to staff team → Offer in-house skills sharing opportunities for staff team → Develop staff training and development opportunities to embed anti-racism and accessibility across the organisation

Objective: Programme and Audience Development	
Ambition	Actions
Implement a creative case for diversity to reach and engage diverse underrepresented communities and audiences	→ Create accessible and safe spaces within FACT for artists and audiences → Create clear communication tools to flag barriers and request reasonable adjustments → Identify underrepresented communities and audiences and implement strategies to reach and engage them through FACT's offer
Actively commission and support artists from the global majority, disabled, neurodivergent and D/deaf communities	→ Develop opportunities through positive action initiatives to commission and support artists → Provide training and support to staff team to remove physical and systemic barriers faced by artists
Objective: Accountability and Evaluation	
Ambition	Actions
Implement and review accessible feedback forms for FACT	→ Implement accessible feedback forms for FACT → Set-up assessment period for review of use of accessible feedback forms → Assess data sets from accessible feedback forms
Collect and analyse anonymous demographic data	→ Collect annual workplace and regular recruitment anonymous EDI demographic data → Analyse data sets and measure progress against EDI goals → Share EDI findings with ACE, LCR and Board

Annual review of FACT's Equality, Diversity (EDI) and Inclusion Policy	→ Review FACT's Equality, Diversity (EDI) and Inclusion Policy to check if up-to-date with legislation and disability equality → Review if the glossary of terms within the EDI policy → Review if FACT's work in EDI is reflected within the policy → Share FACT's EDI work and evaluation publicly
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