

Equality, Diversity & Inclusion Policy, and Action Plan

Branar
Unit 15, Glenrock Business Park
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BRANAR



Purpose

01

Section 1

Our purpose at Branar is to create wonderful arts experiences for children so that they and their imaginations may thrive.

Vision

02

Section 2

We look forward to a future in which the curiosity, compassion, and creativity of every child in Ireland, as an equal citizen in the world, is nurtured through engagement with exceptional arts experiences.

Mission

03

Section 3

Branar creates excellent arts experiences for children and young people and we champion the creation of more and better arts experiences for children and young people.

The EDI policy formalises Branar's longstanding ethos and practice, while also providing a clear pathway for the company to enhance and build upon its commitment to Equality, Diversity, and Inclusion.

Branar recognises that diversity, equality and inclusion help to support creativity and innovation: they are an essential ingredient in a successful company. We are committed to being fair, welcoming and unbiased in everything we do and say.

This EDI Policy embraces our values of being Brave in our choices, Strong in championing quality arts for children, Generous in how we work, Playful in our approach and being True to who we are and is aligned with our strategic goals. This policy is structured around 3 groups of people: our artists and creatives, our audience, and our staff & board.

Artists and Creatives

04

Section 4

Goal: Create an open, welcoming, collaborative and safe space in which artists and creatives can flourish and do their best work.

Actions:

- We will actively look to increase the number of people we work with who are from groups/communities that are under-represented in the TYA sector and the industry as a whole.
- We will review all our formal and informal employment/hiring practices and procedures to ensure they are fair and unbiased.
- We will take opportunities to increase the diversity of programming and/or casting decisions we make so that our audience may see artists from their communities in our shows.
- We will ensure reasonable adjustments are made to enable people with disabilities to work in or with Branar, or to work as part of any of our programs and shows.
- We will actively look to diversify our networks and industry partners in order that our productions reflect the communities with whom they are shared.
- We offer a support programme called Branar Meitheal, for independent artists and producers. We will work to ensure that this programme, the opportunities it offers, its application processes, and its means of promotion, are all fair and inclusive, both in terms of the participants selected, and the audiences they serve.
- Our application processes are designed to be as accessible as possible and can be completed as a text-based application form or via an audio/video application.
- We will continue to offer Tar Isteach, a dedicated workshop week aimed at getting to know artists from under-served communities in the west of Ireland.
- We will communicate these artist development programs, casting opportunities and workshop calls to our artists in as clear a way as possible, with inclusive language, legible text, visual formats, and through accessible media (website, social media, printed materials, etc).
- We will ensure every artist and creative is able to work in an environment that promotes dignity and respect for all. We will not tolerate any form of intimidation, bullying or harassment.

Audience

Section 5

Goal: Ensure that all children can access and enjoy high quality arts experiences more often.

Actions:

- We will ensure that our work is accessible to the widest possible audience of children and families.
- We will seek out new audiences and expand the reach of our work by endeavouring to tour to as many venues as possible.
- We will reach children where they are by bringing shows and workshops to them in their schools and communities.
- We will endeavour to tour to accessible venues only.
- We will continue to offer relaxed performances at each venue and festival.
- We will endeavour to ensure that our audience is represented on our stages.
- We will create excellent quality video recordings of live shows and workshops with audio description and subtitles to ensure that our work can be enjoyed regardless of geographical location and/or ability.
- We will communicate to our audiences in as clear a way as possible, with inclusive language, legible text, visual formats, and through accessible media (website, social media, printed materials, etc).
- Through our engagement program, theatre programme and Branar Meitheal we aim to reach audiences in under-served communities.
- We are conscious that ticket prices can be a financial barrier to access along with Bus prices, we will work with our presenting partners to remove as many barriers to access as possible.

Staff & Board

Section 6

Goal: Nurture and Strengthen, broaden and diversify our core team and board to ensure we are welcoming and unbiased in everything we do.

Actions:

- We will provide equality of opportunity for all job applicants or employees irrespective of gender, marital / civil status, family status, sexual orientation, religious belief, age, disability, race, colour, nationality or ethnic or national origin, membership of the travelling community and we will seek to ensure that through our recruitment and selection procedures are fair and unbiased.
- We are committed to achieving equality of opportunity for all employees in career development, training, and promotion.
- We will maintain an environment in which individual differences and the contributions of all our staff and freelancers are recognised and valued.
- We will ensure every employee and freelancer is able to work in an environment that promotes dignity and respect for all. We will not tolerate any form of intimidation, bullying or harassment.
- We will monitor and review employment policies and practices to ensure that they do not, directly, or indirectly, discriminate unfairly against any current or potential member of staff.
- We will ensure that the membership of our board is broadly reflective of our communities and actively seek to recruit board members from under-represented communities.
- We will commit to regularly reviewing and discussing our EDI policy at board level and to keeping the idea of equality at the heart of our discussions.

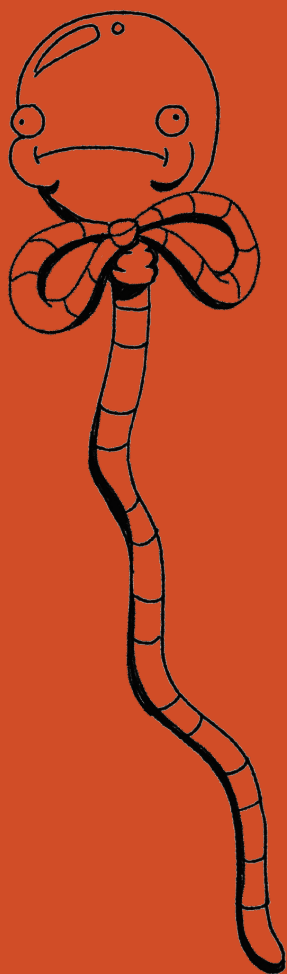
Review

Section 7

This a live document and will be reviewed annually to ensure that this policy statement is in line with best practice and legal provisions.
We will use Arts Council of Ireland's EDI self-audit as a tool for reviewing this.

On the 25.08.2026 the EDI Policy was reviewed, and the EDI Action Plan was approved by the board.

For questions about this policy , contact the board of Directors or Marc Mac Lochlainn by email at marc@branar.ie

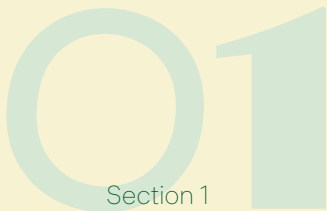


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BRANAR

Introduction and Purpose



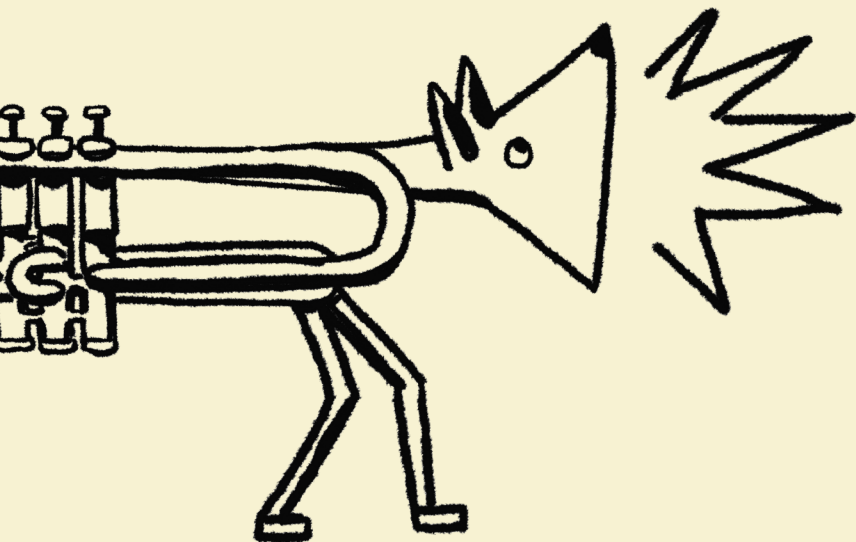
This Action Plan sets out how Branar will deliver on the commitments made in its Equality, Diversity and Inclusion (EDI) Policy. Where the Policy sets the goals and values, this plan turns each of them into specific, time-bound actions with a named lead and a way of measuring progress, so that the Board, staff, artists and audiences can see clear evidence of change year on year.

The plan is structured around the same three groups of people as the Policy: Artists & Creatives, Audience, and Staff & Board, with a fourth section covering governance, monitoring and reporting.

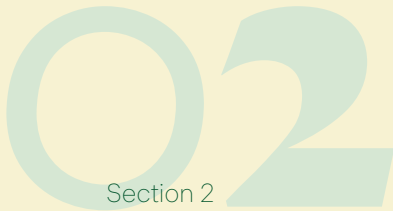
This is a live plan. It should be read alongside Branar's EDI Policy, and both documents will be reviewed together on an annual basis.

Related Document: Sustainability Screening Report 2023

This plan also draws on, and should be read alongside, the Sustainability Screening Report prepared for Branar by Jennifer Loftus, Eimear Caulfield and Shane Ferguson (University of Galway, November 2023). That report's materiality assessment found that Branar's Board and team rate the social ('S') dimension of ESG as the most significant to the company, which sits very closely alongside this EDI plan; several of its findings and existing practices are referenced in the relevant sections below.



Artists and Creatives



Goal: Create an open, welcoming, collaborative and safe space in which artists and creatives can flourish and do their best work.

Action	Lead	Timeline	Success measure
Set a baseline and a rolling 3-year target for the proportion of artists, creatives and Branar Meitheal participants from communities underrepresented in the TYA sector	Artistic Director	Yr 1, reviewed each year	More artists and creatives from underrepresented communities are involved in Branar’s work
Audit all hiring, commissioning and casting procedures (job specs, panels, contracts) for unconscious bias, using the Arts Council EDI Toolkit.	Executive Producer / HR lead	Ongoing, annual target set	Audit completed; revised procedures adopted by the Board
We will take opportunities to increase the diversity of programming and/or casting decisions we make so that our audience may see artists from their communities in our shows.	Artistic Director	Ongoing	We have open call workshops and casting calls, and we are ensuring that channels of communications are used that seek to engage with under represented communities
Complete an access audit of rehearsal and production spaces and put in place a reasonable-adjustments protocol for artists and creatives with disabilities.	Production Manager	Ongoing	Access audit report on file; reasonable-adjustments protocol in staff/artist handbook
Broaden industry networks and touring/co-production partnerships to include organisations led by, or connected to, under-represented communities.	Artistic Director / Executive Producer	Yr 1, then annually	At least one new partnership/ relationship per year with an underrepresented-led organisation

Action	Lead	Timeline	Success measure
Review the Branar Meitheal programme's promotion, application process and selection panel each cycle to confirm they are accessible and free of bias; keep the text/audio/video application options.	Branar Meitheal Programme Coordinator	Ongoing, reviewed each call	Branar Meitheal applications and all communications are accessible, and participants are from diverse backgrounds. The needs of participants are met.
Publish all calls, opportunities and workshop information in plain, inclusive language, in accessible formats and through a range of channels (website, social media, print, partner networks).	Marketing Communications lead	Ongoing	Communications checklist applied to every call/opportunity
Review and communicate the Dignity at Work statement covering artists, creatives and freelancers, with a clear, confidential route for raising concerns about bullying or harassment, building on the sector's Safe to Create Dignity at Work Toolkit already identified in Branar's Sustainability Screening Report (2023).	Executive Team	Ongoing	Statement issued to all contracted artists; no unresolved complaints outstanding at year end. Continued training with Safe to create to ensure that we are up to date with the latest training.

Audience

Section 3

Goal: Ensure that all children can access and enjoy high quality arts experiences more often.

Action	Lead	Timeline	Success measure
Grow the number of schools and community venues reached directly, with a focus on under-served areas identified through the engagement programme, Branar's existing 7-year partnership with a DEIS school in Mervue (free-of-charge theatre for children from a socially disadvantaged area) and newer initiatives such as Branar sa Scoil and the Digital Arts Flag, noted in the Sustainability Screening Report (2023).	Engagement Producer lead	Ongoing, annual target set	Number of schools/communities reached year-on-year, with DEIS/under-served reach reported separately
Maintain and grow the number of relaxed performances offered at each venue and festival and gather feedback from families with additional sensory or access needs.	Executive Producer	Ongoing	Relaxed performance offered at every venue/festival; post-show feedback collected
Continue to produce video recordings of live shows. Incorporate Irish Sign Language interpretation, audio description and subtitles where possible and monitor uptake.	Executive Producer / Marketing lead	Per production, ongoing	Every production recorded. ISL/audio description/subtitles become more common.
Review all audience-facing communications (programmes, website, social media) for plain language, legibility and accessible formats, including Irish-language materials where relevant.	Marketing Communications lead	Yr 1, then annually	Communications accessibility checklist signed off annually

Action	Lead	Timeline	Success measure
Work with presenting partners and touring venues to identify and reduce financial barriers to access, including ticket pricing and transport (e.g. bus costs) for schools and families on lower incomes.	Executive Producer Producer	Ongoing, reviewed each season	Number of subsidised/low-cost access schemes in place with partners
Track the diversity of on-stage representation relative to the audiences and communities served, feeding findings back into artistic programming.	Artistic Director	Annually	Representation review completed and shared with the Board

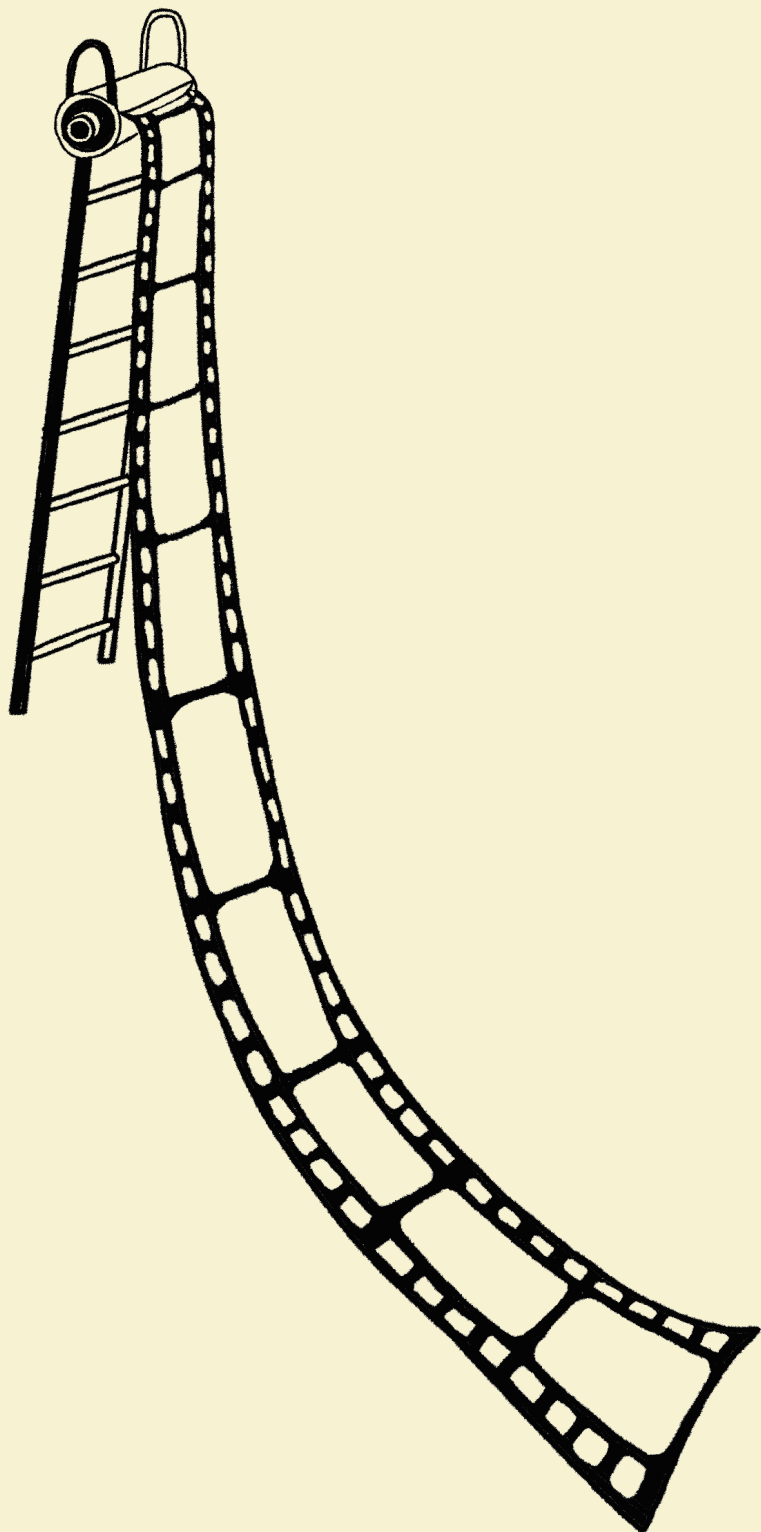
Staff & Board

Section 4

Goal: Nurture, strengthen, broaden and diversify our core team and board to ensure we are welcoming and unbiased in everything we do.

Action	Lead	Timeline	Success measure
Work with HR Company GHR to ensure recruitment and selection procedures are in compliance with Employment Equality laws	Executive Producer / HR Team	Yr 1, reviewed every 2 years	Robust recruitment procedure adopted; all panels briefed before use
Set out clear, equal-opportunity pathways for career development, training and promotion for staff and long-term freelancers, and record uptake of training by role/grade.	Artistic Director	Yr 1, reviewed annually	Training/development opportunities are taken up and uptake recorded annually
Refresh a Dignity at Work / anti-bullying and harassment policy for staff and freelancers, with a named contact and clear reporting route.	Producer	Yr 1	Policy adopted, circulated and acknowledged by all staff/freelancers
HR Experts GHR review employment policies and practices (contracts, leave, flexible working) at least every two years to confirm they do not directly or indirectly discriminate against any current or potential staff member.	Board / Executive Producer Artistic Director	Every 2 years	Review completed and logged in Board minutes
Set a target for board recruitment to become more broadly reflective of the communities Branar serves, and advertise vacancies through channels that reach under-represented communities. The Sustainability Screening Report (2023) records the current Board as having equal gender representation and a good cross-section of skills; this should be the starting baseline, with future recruitment broadening representation across other equality grounds.	Chair of the Board/ Artistic Director	At each board vacancy, reviewed annually	Board composition reviewed annually against target and against the 2023 baseline

Action	Lead	Timeline	Success measure
Put EDI as a standing agenda item at board meetings at least twice a year, with a report on progress against this action plan.	Chair of the Board / Executive Team	Twice yearly, ongoing	EDI progress report presented and minuted at each scheduled meeting



Governance, Monitoring and Review

Section 5

Delivery of this plan will be overseen by the Board and coordinated day to day by the executive team, with input from an appointed EDI lead. Progress will be tracked against the measures below and reported to the Board at least twice a year.

Action	Lead	Timeline	Success measure
Complete the Arts Council of Ireland's EDI self-audit tool and use the findings to update this action plan.	Executive Producer / Producer	Annually	Self-audit completed; findings reported to the Board
Maintain child protection and welfare practice in line with the Children First Act 2015 and Children First: National Guidance for the Protection and Welfare of Children 2017, as already confirmed in Branar's Sustainability Screening Report (2023), and review alongside this EDI plan.	Engagement Producer	Annually	Child safeguarding statement/policy reviewed and re-confirmed each year
Complete the application for charitable status and consider how the resulting governance obligations reinforce EDI commitments on the Board.	Board / Artistic Director	Yr 1	Charitable status application submitted and outcome reported to the Board
Nominate an EDI lead on staff responsible for coordinating delivery of this plan.	Board	Yr 1, ongoing	EDI lead/sub-committee named and active
Develop a method to collect and monitor equality data (with consent, on a voluntary and confidential basis) across artists, audiences and staff to track progress against goals.	Producer / Engagement Producer	Yr 1, ongoing	Data-collection method agreed with due regard to GDPR; first data set gathered
Review and republish the EDI Policy and this Action Plan annually, in line with best practice and current legal provisions.	Board	Annually	Updated policy and action plan approved by the Board each year

Reference Documents

- Branar EDI Policy (current version).
- Ferguson, S. (2023) Sustainability Screening Report for Branar. University of Galway, November 2023.
- Loftus, J., Caulfield, E. and Arts Council of Ireland, EDI Toolkit and EDI self-audit.
- Safe to Create, Dignity at Work Toolkit for the arts and creative sectors.

