The Source Arts Centre
Equality, Diversity and Inclusion (EDI) Policy 2026–2029

1. Purpose

The Source Arts Centre is committed to creating an inclusive, vibrant environment where everyone can participate in, create and experience the arts. We believe diversity enriches artistic practice and strengthens our organisation. As a regional arts centre with a rural hinterland, we are committed to taking practical, proportionate actions that embed equality, diversity and inclusion in our everyday work.

2. Legislative Framework

This policy is informed by the Arts Council Equality, Human Rights and Diversity Policy, the Irish Human Rights and Equality Commission Act 2014, the Employment Equality Acts 1998–2015, the Equal Status Acts 2000–2018 and the UN Convention on the Rights of Persons with Disabilities.

3. Guiding Principles

We will treat everyone with dignity and respect; seek to remove barriers to participation; provide reasonable accommodation where practicable; encourage a diversity of artists, audiences and viewpoints; and foster an environment free from discrimination, harassment and bullying.

4. Employment and Volunteers

Recruitment and engagement will be fair and transparent. Opportunities will be advertised openly where possible and selection will be based on merit. Staff and volunteers are expected to uphold this policy.

5. Artists and Artistic Programme

Programming decisions will seek to reflect diverse artistic voices and communities. Accessibility and inclusion will be considered during planning and delivery while recognising the scale and resources of the organisation.

6. Audiences and Participation

We will work with local communities, schools and organisations to widen participation and improve access. Information will be presented in accessible formats where reasonably possible.

7. Accessibility

The Source will continue to improve physical, digital and communication accessibility over time, making reasonable improvements as resources allow.

8. Governance

The Board has overall responsibility for this policy. The Director is responsible for its implementation and for reporting to the Board.

9. Annual Review

The Director and staff will review progress against this policy during annual planning. A short report will be presented to the Board summarising actions taken, any equality issues arising, community partnerships, accessibility improvements and priorities for the coming year. The policy will be formally reviewed every three years or as required.

10. Complaints

Concerns relating to equality, discrimination or harassment will be dealt with promptly, fairly and confidentially through the organisation's existing procedures.

Appendix A – Equality, Diversity and Inclusion Action Plan (2026–2029)

Specific Actions *

Priority	Action	Specific Action areas/year
1. Inclusive Programming	Continue to programme artists from a wide range of backgrounds and lived experiences. (noted in Arts Centre Strategy)	• Diversity of backgrounds included in annual programme based on received shows/projects and Source's own projects (26-29) • Note: specifically in areas of annual received programme in Music/Theatre/Visual Arts '27-'29) e.g. Gallery submissions and projects and incoming productions. • Review Fracture Youth Theatre and Snapped Youth Theatre for future best use as resource ('26-'27) • Increase sensory friendly programming (ongoing)
2. Accessibility	Implement reasonable improvements to physical, digital and communication accessibility as resources permit.	• Annual Review • Review physical access to Source building/car park access ('26) • Arts Programme – communication/accessibility in cinema (loop system) ('26) and ISL for public speaking events ('27 onwards) • Review regional and rural audience access/transport needs to venue ('26)
3. Community Engagement	Develop relationships with local community organisations and underrepresented groups.	• Annual • Maintain ongoing relationship with Down Syndrome Tipperary Meitheal Programme for Café/Bar. • Maintain Irish language café and increase Irish language arts programme. • Support one outreach project per year with rural access ('26 – '29)) • Take the 'partner rather than programme' approach to be more inclusive for specific communities.
4. Staff Awareness	Include EDI as part of annual staff planning and identify any training needs.	• Annual Staff Planning/Training ('26-'29) • Update staff handbook policies where required. • Safe to Create membership
5. Communications	Review publicity and website content for accessibility and inclusive language.	• Review accessible communication in Marketing - via print/website/visuals ('27) • Review communication in Visual Arts Programme ('27-'28) • Look at requirement for translated materials ('27)
6. Governance	Review this policy annually and update every three years.	• EDI Advisory group created ('26) • Report by Director to Board annually as review (26-29)

*This Action list may be added to, where appropriate. I Next Update: May 2027

Ends