

Puppet Animation Scotland (PAS) values equality, diversity inclusion (EDI) and understands how necessary it is to help create a vibrant cultural landscape in Scotland. PAS is committed to equality, diversity and inclusion in compliance with the Equalities Act 2010 and employs and promotes best practice in relation to our core organisational operation and the festivals, projects and opportunities we create.

We aim to:

- Remove any barriers for potential employees, audiences and artists we connect with
- Support and advocate for an increased awareness of equalities, diversity and inclusion to our artist network, nationally and internationally
- Consolidate equalities, diversity and inclusion at the core of all Puppet Animation Scotland activities

There is much PAS currently does to uphold our commitment to EDI. This includes creating accessible marketing materials, providing a platform for BME identifying artists and advocacy on a national and international platform. Further information can be found in the opening statement of our EDI action plan.

For the period 2017-2021, we have identified three areas of focus within our EDI action plan that support our organisational aims:

- Engaging with Scotland's **D/deaf community**.
- Providing cultural opportunities to areas of **multiple deprivation** and **geographical isolation**.
- Delivering **holistic change** within the organisation.

By the end of the period 2017-2021, we intend to have:

- Increased audience engagement from the D/deaf community attending our two festivals - the Puppet Animation Festival and the manipulate Visual Theatre Festival.
- Programmed work from a diverse range of artists and companies who are also interested in creating accessible performances.
- Engaged with venues new to us in areas of multiple deprivation within Glasgow, Edinburgh, Paisley and Irvine.
- Engaged with rural communities in Highland and on the islands, particularly the Inner Hebrides and Eilean Siar.
- Employed a diverse range of staff, Board members and volunteers.
- Supported an equalities conscious team of staff, Board members and volunteers.

Evidence of the supporting actions connecting each of the aims can be found in our EDI Action Plan, which was developed with support from Culture Republic, Flip Artists and our Board, staff and volunteers.

We are currently delivering the actions outlined in this plan and will build on each individually, reporting quarterly on progress to our Board of Directors.