



# Equality, Diversity and Inclusion Policy 2023 to 2026 & Action Plan for 2024/25

## Background:

We make, and help others to make opera, with love, for anyone.

With a playful yet pathfinding approach, our sights are set far into the future, scanning the vast unexplored possibilities of what opera could be. Artists and audiences embark on adventures with us that can touch them forever in a way they'll never forget. As we travel together, we always listen and observe, taking the greatest care of each other.

We are based in Cornwall, currently operating in the South West, North East, London and online, where we've reached over a million people in 64 nations.

We share as much as we can of our knowledge and experience [on our website](#), including the [largest archive of new opera in the world](#), all free of charge.

## Policy:

Tête à Tête strives to reflect in its operations, creative work and audiences the diversity of the United Kingdom.

It has a further focus on reflecting the diversity of its communities in the Cornwall, Newcastle & London.

We do this by:

- monitoring diversity information as one of several ways to see if we are being as inclusive as we can
- having EDI specific goals in Action Plans across the organisation (eg. Environment, Wellbeing etc) to ensure a joined up progression plan on EDI
- not tolerating any form of discrimination and where there is discrimination make space for conversations about what might underpin that to educate/inform
- championing those underrepresented in opera

- work with partners who operate similar EDI policies to our own

Key Statistics to inform Annual Action Plans:

[Cornwall Council EDI Dashboard](#)

[Newcastle Local Government EDI Data](#)

[Mayor of London EDI Data Profiles](#)

## Action Plan to year end March 2025:

When by	Description	Responsible
May 24	Complete new EDI Policy for period to April 2025	BBJ
June 24	Support our new board members who are contributing to our EDI goals in leadership	BBJ
Aug 24	Inform planning by including EDI data on artists in Year End March 2025 Self Evaluation	AG
March 25	Inform future recruitment by benchmarking current board & workforce EDI data	AG
March 25	Draw up new EDI Policy & Action Plan for year end 2025 in line with <a href="#">Arts Council England EDI guidance</a>	BBJ

The success or otherwise of these key actions will be reviewed in the March 2025 in preparation for the following years Action Plan.

<b>Approved by</b>	Bill Bankes-Jones
<b>Date of Approval</b>	1/4/2024
<b>Date of Review</b>	1/3/2025

[www.tete-a-tete.org.uk](http://www.tete-a-tete.org.uk)