



Equality, Diversity and Inclusion Policy 2023 to 2027 & Action Plan for 2026/27

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 2027:

When by	Description	Responsible
March 26	Inform planning by including EDI data on artists in Year End March 2026 Self Evaluation	AG
March 26	Consider Arts Council England EDI guidance & Musicians Census at all times	BBJ
March 26	Support board members who are contributing to our EDI goals in leadership	BBJ
January 27	Draw up new EDI Policy & Action Plan for year end 2028	BBJ

The success or otherwise of these key actions will be reviewed in Winter 2026/27 in preparation for the following year's Action Plan.

Approved by	Bill Bankes-Jones
Date of Approval	13/1/2026
Date of Review	1/3/2027

www.tete-a-tete.org.uk