

## **Equality, Diversity, Inclusion and Belonging (EDIB)**

Equity, diversity, inclusion, and belonging (EDIB) are at the heart of who we are. We know that being a parent or carer can intersect with every protected characteristic, and we take our responsibility to acknowledge, challenge, and dismantle barriers within the performing arts sector, and our organisation, extremely seriously.

We recognise that diversity of experience, thought and voice adds immeasurable strength to our team and then the performing arts industry as a whole. With that in mind, we welcome applications from people who will bring their voice and lived experience into what we do and enrich our team.

So, we are keen to hear from people from underrepresented groups in the performing arts (including people from **the global majority**; those who identify as **D/deaf & Disabled people**; people who are from **lower socio-economic backgrounds**; and/or people with **caring responsibilities**, or any other **under-represented backgrounds** in the performing arts sector.)

**We are a Disability Confident Committed Employer.**

*(we're in the process of moving up to level 2 of the scheme to become a Disability Confident Employer, this process is due to be complete by the end of December 2024)*



We're 'Happy to talk Flexible Working'



PiPA is happy to talk flexible working. We enable and empowers parents and carers to meet work and family commitments. We are always happy to discuss solutions that promote work life balance for example through job shares or flexible working arrangements.

PiPA is committed to attracting, supporting, and retaining a diverse and flexible workforce.

**End of document.**