

# lighthouse

Arts & Entertainment | Poole

| EDIB Report  
January 2025



| Different every day

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Lighthouse  
Arts & Entertainment Role

# | Introduction, Definitions & Scope

Our EDIB policy serves the purpose of promoting equity, diversity, inclusion, and belonging across the organisation. It has the potential to improve representation, foster creativity, enhance reputation, and contribute to positive social and cultural change. The EDIB report reflects on the previous year and our challenges and successes across the goals we have set as an organisation.

## EQUITY

Equity is closely related to concepts of fairness, justice, and inclusivity. It acknowledges that different individuals or groups may require different levels of support and resources to achieve equal opportunities and outcomes, with the goal of creating a more just and equitable society.

## DIVERSITY

Diversity refers to the presence of a wide range of different individuals, or groups within a particular setting, organisation, community, or society. It encompasses variations in characteristics, backgrounds, experiences, perspectives, and attributes.

## INCLUSION

Inclusion is a concept and practice that involves creating environments, organisations, and societies where all individuals, regardless of their background, characteristics, or differences, are treated with respect, dignity, and fairness. It goes beyond mere diversity (the presence of differences) to ensure that everyone feels their contributions are valued, accepted, safe and able to fully participate.

## BELONGING

Belonging is a deep sense of connection, attachment, and inclusion that an individual feels toward a particular group, community, place, or social context. It is a fundamental human need to feel that you are an integral part of something larger than yourself, and that you are accepted and valued within that context. Belonging goes beyond mere physical presence; it encompasses emotional and psychological factors that contribute to a person's sense of identity and well-being.

## POLICY SCOPE

The EDIB policy is applicable to all staff, volunteers, trustees and promoted and applied where possible to our customers and partners.





Noel Gallagher (Photo By Rock Star Images)



# Lighthouse EDIB Commitment

Our EDIB Commitment sits alongside our organisational values.

## ASPIRATIONAL

We are up for it! We passionately believe in the power and the value of Lighthouse. We believe that bold, audacious arts can enrich and inspire the lives of our community through shared cultural experiences.

## WELCOMING

We welcome our staff, volunteers, artists, audiences, partners and our community into our work. We are friendly, inclusive and work together effectively and safely, ensuring that teamwork is at the heart of everything we do.

## EXCELLENCE

Everything we do is of the absolute highest quality. We will strive to achieve excellence in every aspect of our work and how we deliver it.



“We strive to foster an equitable workplace that embraces the richness of diversity and actively seeks to create an inclusive culture that celebrates differences. We endeavour to build an environment where all individuals feel welcomed and valued. We cultivate a sense of belonging within our organisation, where everyone can bring their authentic self to work free from discrimination or exclusion.”

ASPIRATIONAL  
WELCOMING  
EXCELLENT

# Organisational Diversity

Embedding Equity, Diversity, Inclusion, and Belonging (EDIB) principles into the workforce is essential for Lighthouse. We will aim to build a team that reflects the diversity of our community and fosters an inclusive and equitable environment for all employees.

The data from the last year tells us that:

- **Ethnic diversity amongst Lighthouse staff has increased from 6% in 2023 to 14% in 2024.**
- **The permanent staff profile has become slightly younger and increased in the male gender in 2024.**
- **Levels of disability and staff members identifying as LGBTQ has stayed broadly the same.**
- **The headline diversity statistics for the Board and Volunteers is mostly unchanged from 2023.**
- **21% of technical staff are female.**
- **Lighthouse remains a female-led organisation at executive and board level.**



Perm Staff	2023	2024
Male	24	34
Female	31	30
0-19	0	1
20-34	14	20
35-49	19	20
50-64	20	21
65-74	2	3
75+	0	0
White British	52	56
White non-British	1	5
Asian / Asian British	2	2
Black / Black British	0	1
Heterosexual	46	33
LGBTQ	6	6
Disabled	2	4
Non-Disabled	51	60

Board	2023	2024
Male	5	5
Female	5	4
0-19	0	0
20-34	0	0
35-49	1	1
50-64	7	6
65-74	1	1
75+	0	0
White British	7	7
White non-British	1	1
Asian / Asian British	0	0
Black / Black British	0	0
Heterosexual	8	8
LGBTQ	0	0
Disabled	2	2
Non-Disabled	7	6

Volunteers	2023	2024
Male	1	1
Female	20	18
0-19	0	0
20-34	0	0
35-49	0	1
50-64	8	6
65-74	10	4
75+	2	0
White British	20	16
White non-British	0	1
Asian / Asian British	1	1
Black / Black British	0	0
Heterosexual	21	17
LGBTQ	0	0
Disabled	3	4
Non-Disabled	17	10

Notes.

1. No data or prefer not to say excluded.
2. Data from ACE submissions and BreatheHR.





SALT (Photo by Jayne Jackson)



# Gender Pay Gap

The gender pay gap remains an important issue in discussions of workplace equality, reflecting the persistent disparity in earnings between men and women. Gender pay gap analysis serves as a helpful tool to support strategies that promote fairness, equity, and inclusion in the workplace.

Our measure of the gender pay gap is the difference between average hourly earnings excluding overtime of men and women, as a proportion of men's average hourly earnings excluding overtime. It is a measure across all jobs in the organisation. It is not a measure of the difference in pay between men and women doing the same job, and with similar skills and experience.

The below table compares Lighthouse data at the end of 2024 with the last national analysis completed by the Office for National Statistics.

Group	ONS Data 2024	Lighthouse Data 2024	Difference / Note
Full-time employees	7.0%	2.67%	Lighthouse has a lower gender pay gap for full-time employees than the national average
Part-time employees	-3.0%	13.2%	Lighthouse has a larger gender pay gap for part-time employees than the national average
All employees	13.1%	7.93%	Lighthouse has a lower average pay gap for all employees when compared to the national average.

Notes.

1. ONS Data. Available at:

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2024#:~:text=The%20gender%20pay%20gap%20among%20full%2Dtime%20employees%20was%207.0,negative%203.0%25%20in%20April%202024.>

2. Different gender identity data confirmed via BreatheHR and declared preferred pronouns.







# Recruitment

Lighthouse has integrated strategies to help build a workforce that reflects the diversity of our community and fosters an inclusive and equitable environment for all employees.

- In 2024, we have used a diverse range of individual interview panels to help reduce potential biases in the selection process. This includes two positions at senior management level.
- We have renewed job packs and advertisements that use inclusive language and highlight our commitment to diversity and inclusion. We have our values and commitment to EDIB prominently placed throughout the recruitment process.
- We have clearly asked candidates for any access requirements to enable them to attend interview without unforeseen barriers in the recruitment process.
- We have trialled blind recruitment practices for two positions early in 2024 by withholding names and addresses of candidates for shortlisting. We felt that the end result would not have been changed and this was discontinued.
- We have trialled providing candidates with all interview questions in advance to allow them to prepare fully. It was felt that this did not benefit the appraisal of interviewees as it was important to see candidates react to natural pressure in the interview scenario.
- We have used positive action in two cases to increase diversity and gender balance in the technical team.



“Lighthouse has been very accommodating with my personal assistants. They bring me to work and because I need some help with personal care they come back when I have my break. Lighthouse has installed a manual hoist in one of the bathrooms, which makes a huge difference. It’s not just for me, it’s there for customers and other building users as well. It’s a real pleasure working at Lighthouse – in my experience not all organisations are like it, in terms of helping me to come to work.”

H. Greenway



# | Training & Development

Training and development in the workplace is crucial for fostering a culture of inclusivity, promoting diversity, and ensuring that all employees feel valued and empowered.

Over the course of 2024, Lighthouse has:

- Worked with trainers in skilled EDIB topics for twenty staff in January 2024 as an Introduction to EDIB In Practice, encouraging open dialogue and respect.
- Provided specialist safeguarding training for creative engagement teams.
- Renewed the induction and new starter training around EDIB at Lighthouse and Lighthouse Values.
- Increased the number of iHasco training courses completed to 87%.
- Provided “Understanding Autism” training for front of house leaders and middle management.
- Increased the number of mental health first-aid trained staff across the organisation.
- Provided Dementia Awareness training for sixteen frontline operational staff in September 2024.
- Provided specialist equipment to allow employees with additional needs to access the workplace.



“Working in Lighthouse allowed me to interact with customers a lot, and that's something that I really enjoyed. Lighthouse gave me an arena to exercise those parts of myself and improve my skills with, you know, speaking to people and interacting with them and having confidence to do that really”

G. Rogers



“I have loved working with so many creative, compassionate and dedicated people. Everyone has been so welcoming, friendly and supportive (especially with my work for Pride) and it has been a great environment to work in.”

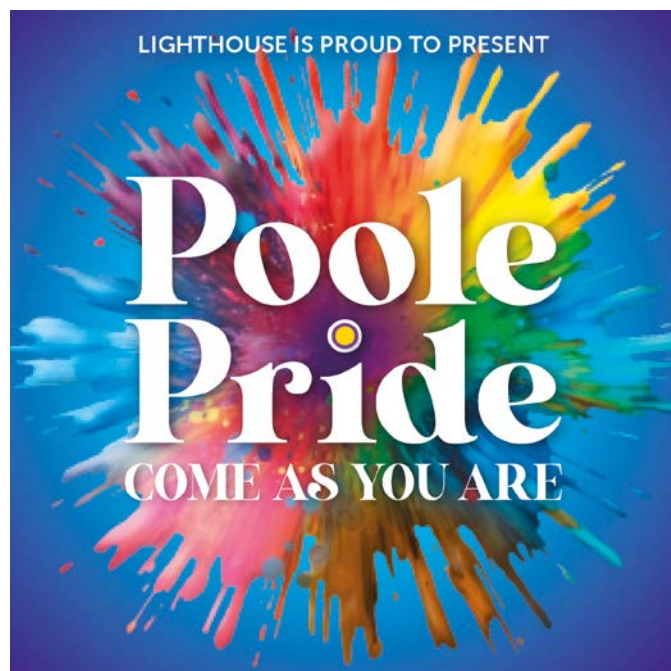
S. Baker

# Programming

Inclusive programming in the arts involves creating, curating, and promoting cultural and artistic experiences that are accessible, welcoming, and representative of diverse communities and perspectives.

Over the course of 2024, Lighthouse has:

- Ensured that performers from a wide range of backgrounds have been represented in its produced work across all venues. We have strived to programme outside of our local demographic to support new artists and diversify the programme.
- Provided sign language interpreters, captioning, and sensory-friendly options for those with autism or sensory sensitivities.
- Produced a BSL flyer for our pantomime and created an access video to help customers and artists learn about Lighthouse before they visit.
- Provided affordable ticket options and free or reduced-price events to make the arts accessible to individuals with varying financial means from our annual fundraising campaign.



Poole Pride



Kathakali

- Developed a new range of exhibitions workshops with Access BEAT graduates to increase representation around black issues and black history month.
- Conducted technical talks in the theatre to over 300 young people to learn about practical delivery of productions and hosted a lecture series with AUB for Quentin Blake.
- Supported emerging artists through Poole Pride with local queer performers and developing new work with Dave Young to widen representation of disabilities.



# | Marketing & Communications

Over the course of 2024, Lighthouse has:

- Continued to use clear and inclusive language in all communications, including signage, marketing materials, and online content.
- Shared our EDIB statement on the website and in promotional materials.
- Featured diverse images, artwork, and photographs in promotional materials and signage. We have refreshed a series of diverse images on our home page and brochure using the “glow” design in our branding.
- We have supported our creative engagement team in updating comprehensive information about accessibility features and services at Lighthouse and hosting and promoting the first Lighthouse access video.
- Used social media and our website to share stories, interviews, and content related to EDIB initiatives and events such as International Women’s Day and Streetwise Opera.
- Launched the awareness campaign for the first Poole Pride and promoted events and pictures on the day across social media.



# Key Performance Indicators 2024 (KPI's)

Policy Area	Annual Action	Indicator / Benchmark	Note / Update	Progress
Recruitment	Positive action cases completed.	Two per year.	One technical role January 2024, one technical role June 2024.	●
	Blind recruitment (shortlisting) policies completed.	Process followed.	Complete for HoA incl interview questions in advance.	●
Training & Development	All staff receive annual EDIB training.	+85% complete.	iHasco training provision under review.	●
	All recruiting managers receive specialised training to reduce unconscious biases.	All, annually.	Introduction to EDIB delivered Jan 2024 / Recruitment or UB session to be completed before August 2024. Delayed until Jan/Feb 2025 due to staff availability peak season.	●
	All FOH staff to be trained in cultural competency to ensure inclusive interactions with diverse audiences.	Delivered as part of induction training each September.	LH will work with local stakeholders to develop changes for Sep'24 Training.	●
Programming	Programming diversity to exceed BCP demographics.	% of productions/outreach themes above in year last reported demographics.	Area    Prog    Demo	●
			White   71%   88%	
			Black   7.9%   0.5%	
			Asian   1.7%   3%	
			Mixed   7.0%   1.7%	
			LGBT   3.5%   3.9%	
	Increase in diversity of films shown in Cinema.	5% of programme.	Jan/Feb – 3 x foreign films. Queer film festival of ten films in June 2024. Films & Fun series for younger audiences. Silver Screen programmes for mature audiences. Dementia friendly screenings x 12	●
	Co-create/curate activity with a local underrepresented community.	Two per year.	Sisterhood of Stories – Ukrainian Women (19/2 – Sherling Studio). Poole Pride. Bollywood Event – BCP Indian Community (later in 2024). Creative Careers Week – Nov 2024.	●
Marketing & Communications	Use social media to share EDIB stories & events.	Four per year documented.	Poole Pride Facebook/X post 01/02. RSC Noughts & Crosses Facebook post 26/02. International Woman's Day Facebook/ Building Lighting 08/03. 28/11 Christmas appeal launch. 15/11 Streetwise Opera promotion.	●
	Feature diverse images/artwork in promotional material.	Examples provided for reporting.	Circus performer – Home page/ Website Jan 2024. Black performer – Brochure front/ music guide Spring 2024. Black dancer – Brochure front/ dance guide Spring 2024. Summer 2024 – Access advert on page four. Winter/Spring 2024 – Mixed race dancer on front page.	●



Policy Area	Annual Action	Indicator / Benchmark	Note / Update	Progress
Reporting	Annual report to the Board submitted.	January.	Full report for 2025.	●
Accessibility	BSL/AD/Captioned Performances.	Minimum of four for 2024.	2 x Panto performances 1 x Jake Bugg 1 x Nature of Forgetting 1 x Full Monty 1 x EDO 1 x Fort	●
Accessibility	Audio Description on website.	Autumn performances all with AD.	Not proceeded with as alternative technology exists for users.	●
Accessibility	Access video filmed for Lighthouse for website.	Complete for autumn season.	New KPI. Completed in October 2024.	●

## SUMMARY

Over the past twelve months Lighthouse has met or exceeded all of the KPI's set for 2024 with the exception of some recruitment training. The KPI's have provided a good guide for activity across the core areas of focus under the EDIB policy.

We have most notably seen progress in diversifying the workforce and this has been achieved through positive action decisions. We have also improved our training in EDIB areas for all staff to improve our empathy and understanding with customers and artists. Our Creative Engagement team have expanded their work to provide more audio described and captioned performances as well as supporting artists from ethnic minority groups through our Sanctuary programme.

Some proposed changes we have trialled and then not continued with as an organisation. Within recruitment, we tried several different process changes to remove perceived bias and information access for candidates but have not carried them forward to become permanent. Poole Pride proved a challenging event to deliver for external reasons, but we are determined to continue marking Pride as an organisation each year.

We will renew and expand the KPI's for 2025 to ensure Lighthouse keeps pushing forward on its EDIB commitments while consolidating the changes already delivered over the past year.



# EDIB Report January 2025



Starchitects by Motionhouse (Photo by Dan Tucker)

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