

# Theatre Gu Leòr Gaelic Language Policy

Theatre Gu Leòr is an innovative and contemporary Gaelic Theatre Company. We are committed to producing Gaelic theatre with the highest production values. Through the innovative use of multi media and digital technologies, we bring Gaelic theatre to a wide and diverse audience across Scotland. Both creative learning and skills development are an integral part of our work. We are passionate about encouraging contemporary Gaelic writing and creating a new repertoire, of published Gaelic drama.

## **As a professional Gàidhlig theatre company we seek to;**

- Create and promote contemporary work, in Gàidhlig both through out our process and in production. Theatre Gu Leòr uniquely is one of the few professional companies that uses Gàidhlig as both a working language seeking to normalise Gàidhlig through out every stage of our planning, developing, rehearsing and producing process.
- Provide as many opportunities for artists to develop their skills, by providing placements for Gàidhlig learners/young people to up skill their language skills by providing a Gàidhlig speaking working environment and encouraging the use of Gàidhlig at all times. Also to provide opportunities for Gàidhlig speaking artists to up skill their artistic talents by providing opportunities to work with non-Gàidhlig speaking artists to acquire a skill that can then be used in a Gàidhlig context..
- Develop and commission new Gàidhlig plays, pairing new writers with experienced dramaturgs to up skill and develop their writing. Providing workshops with a professional artistic team to support the writing to develop and improve, before the production stage.
- Commission, develop and publish in collaboration with Leabharichean Beaga a repertoire of new contemporary Gàidhlig plays. We feel other companies focus on the more traditional more historic Gàidhlig dramas, Theatre Gu leòr want to develop contemporary drama using Gàidhlig as it is spoken and heard today address subject matter that is relevant to a contemporary rural and urban audience.
- Encourage accessibility for all audiences both with and without Gàidhlig, by touring to rural and urban venues, young and old, we will engage with Gàidhlig learners and groups in communities where possible, encouraging opportunities for them to engage with our work, through workshops, post show discussions and online through our website [www.theatreguleor.co.uk](http://www.theatreguleor.co.uk) Twitter, FaceBook and blogs all in both English and Gàidhlig.

All our work is passionate about seeking a creative solution to accessibility and translation as part of our work either through subtitles, animation, graphics, multimedia, music or other visual aids to allow accessibility to non Gàidhlig speakers, enhancing the contemporary Gàidhlig theatre itself. (see review of Doras Dùinte)

# Diversity & Equality Policy

Theatre Gu Leòr recognises the importance of reflecting the diversity of the world we live in and the creative value of placing the spirit of equality at the heart of our work. We think that everyone has the right to enjoy theatre and there should be equal opportunities for people to work as practitioners. However there are many things that can get in the way. People experience discrimination or lack of opportunity for a host of reasons including age, disability, race, religion or belief, national or ethnic origin, gender reassignment, marital status, caring responsibilities, gender and sexual orientation. We want to make outstanding Gaelic theatre for the many, not just the few and this affects the kind of theatre we make, where we tour to and how we engage with our audience. We're committed to eradicating exclusion and addressing all unlawful discrimination, bullying and harassment in work we make and the way we operate. We want Theatre Gu Leòr to be a rewarding and enjoyable company to work for where people are treated with dignity and respect, valued for who they are and the contribution they make.

The policy and action plan will be monitored and updated annually and approved by our Board. To ensure that this policy and its action plan are fully implemented Theatre Gu Leòr's Board members and Director are jointly responsible. This policy and its action plan will be reviewed annually and presented to the Board at each AGM. We'll ensure that all employees and artists are made aware of this policy and encouraged to engage with its objectives.

Below are some ways in which we aspire to embrace the principles and spirit of diversity and equality.

## OUR WORK

We consider the subject matter of each project in the light of equalities. We will endeavour to explore project led-creative solutions to ensure that our contemporary Gaelic theatre work is highly accessible to all. While Theatre Gu Leòr takes an ensemble approach to its work we are always looking for ways to broaden and diversify our pool of practitioners to bring in new voices and stretch us creatively.

## OUR COMPANY

Through our management style and values Theatre Gu Leòr aims to promote and support equality through encouraging tolerance and being open and approachable. We recruit on the basis of genuine job requirements, relevant experience and qualifications, talents, language skills and aptitude. The company is committed to ensuring that all staff have an awareness of what diversity means and offering training where appropriate. We are committed to working and performing in buildings that are accessible to disabled people.

## OUR AUDIENCE

- We create theatre for various ages and aim to make our work accessible to as diverse an audience as possible. Every year Theatre Gu Leòr aims to perform in a variety of urban and rural areas, touring to community venues and village halls as

well as in established theatre venues. Working closely with the venues we aim to make contact and engage with relevant community and Gaelic learner groups. Through these means we aim to reach as wide a Gaelic and non-Gaelic speaking audiences possible, who have may have little or no access to contemporary Gaelic theatre because of their geography, ethnicity, language or other factors.

- We tour our mid-scale work to theatres throughout Scotland and target specific groups in our marketing in a bid to attract a diverse audience, including working with venues to keep prices as low as we can for specific groups, including Gaelic learner groups, students and young people and when the appropriate families. We strive to use various digital technologies from sub and surtitles, to animation to engage audiences without Gaelic, to allow accessibility to as wide as possible an audience.
- We learnt that we provided a piece of contemporary Gaelic theatre with surtitles to audiences across Scotland, where according to evaluation and feedback gathered on tour 38% were fluent native speakers, 23% were learners of Gaelic and 19% described themselves as having a little Gaelic and 21% had no Gaelic or did not specify, and we know that we need to continue to engage with Gaelic speakers, learners and non-Gaelic speakers alike, both in Urban and rural venues. We will provide BSL interpreted, and audio-described shows where possible and help facilitate any disabled audience members or groups in theatres where we're performing.
- We will strive to engage and listen to the feedback from our team and audience both online and pre and post show, we will also provide workshops and educational opportunities where possible engaging with various age groups on tour. Our newly commissioned work will also, where possible be available in both English and Gaelic, as a resource for learners and to a wider audience.