

## List of Completed Actions

On our website we set out a list of short, medium and long-term aims with the intention of holding ourselves accountable and ensuring necessary changes do happen. Those changes that are ongoing are still listed on our website and each time we review this work we update it with new actions. We thought it was also worth recording the actions we have completed and the work we have done, those actions are listed here.

- Add full workforce history of Fierce to the website, allowing people to understand the full life and journey of the company, the people and voices who have shaped us over the years, and the careers we have contributed to and ensuring everyone is credited for their work

*Details about the current team and lists of former team members can be found on our website [here](#).*

- Publish stats about the make-up of our workforce and artists we work with in relation to protected characteristic

*This information is published on the Accountability page of our website and will be updated every 6 months.*

- Interrogate and improve our recruitment process to ensure it is as accessible as it can be, this is likely to include (but not be limited to):

- Applications in a range of formats (Audio, film, writing)
- Offering meetings with senior team to potential applicants who want to know more about our position on specific issues (i.e. Black Lives Matters, Trans Rights) before applying
- Remove higher education qualifying criteria
- Send interview questions to applicants in advance
- Remove educational questions from the process
- Actively encouraging access documents / statements at the point of advertising
- Research relevant unions for Fierce, and encourage all staff to join

*As recipients of a Weston Jerwood Creative Bursary, the Fierce team took part in a programme of organisational development that allowed us the time and space to interrogate our recruitment practices and enact changes that have improved accessibility. Feedback from two recent rounds of recruitment, including for this Bursary position, has been overwhelmingly positive thanks to these changes. You can read our Recruitment Policy [here](#) and our Working Culture statement [here](#).*

- Explore publishing team salaries on our website so the public can understand percentages of public money spent on team salaries

*In response to the Pull Up or Shut Up campaign, the team discussed publishing our salaries on the website, but decided that, as no one at Fierce earns over £40,000 per year, there is not a concern that public money is being wasted or misspent in terms*

*of salaries. We are working with our Board to explore salary bandings and ensure that everyone at Fierce is paid fairly with salaries benchmarked against similar roles in the region.*

– Publish the story of Fierce, how it began life as Queerfest, how it led notions of intersectional programming before intersectional was a word, how it has a history of exploring ideas of community / audience led programme ahead of its time (e.g. My Fierce Festival)

*The story of Fierce can be found on our website, [here](#).*

– Improve our complaints procedures / policy – ensure equality measures and routes to challenge are embedded throughout all policy work

*Our Complaints Policy and Procedure and our Grievance Policy and Procedure have both been updated to reflect our work on anti-racism and equality; we continue to take this into account as we review, renew and (re)write policies.*