

The Olivier Awards

Equality, Diversity & Inclusion (EDI) Policy

The Olivier Awards are committed to championing equality, celebrating diversity and embedding inclusion across all aspects of the awards process and ceremony. As the UK's most prestigious theatre awards, the Olivier Awards recognise their responsibility to reflect the breadth of talent, voices and experiences that make up the theatre industry and the audiences it serves.

This policy sets out the principles and actions through which the Olivier Awards work to ensure fair representation, inclusive access and equitable participation at all levels.

Our Commitment

The Olivier Awards are committed to:

- Promoting **equality of opportunity** and fairness in all activities
- Valuing and reflecting **diversity across all protected and non-visible characteristics**
- Creating **inclusive environments** for artists, practitioners, audiences, staff and partners
- Removing barriers to access, participation and recognition wherever possible

This commitment applies to all aspects of the Olivier Awards, including judging, recruitment, production, programming and the live ceremony.

Judging, Panels & Voting

The Olivier Awards recognise the importance of fair and representative evaluation of eligible performances.

- **Public Panel Selection** is conducted with the aim of ensuring a **breadth of representation**, reflecting diverse backgrounds, lived experiences and perspectives from across the theatre-going public
- Panels are assembled to support inclusive viewing and assessment of eligible work
- **First-round voting is weighted** to better reflect the diversity and collective voice of the Public Panel, supporting balanced outcomes in the nomination process
- Ongoing review of panel composition and voting methodology is undertaken to strengthen fairness and representation

Recruitment & Workforce Diversity

The Olivier Awards are committed to inclusive recruitment and employment practices:

- **Recruitment at all levels** is conducted with equality and diversity at its core, across all characteristics
- This includes both **visible roles** and teams whose work may be less visible, such as **backstage, technical, production and operational staff**

- Selection processes aim to be transparent, fair and accessible, with barriers to entry identified and addressed where possible
- Where feasible, opportunities are created to support progression and representation across the organisation and its delivery partners

Representation On and Around the Stage

The Olivier Awards are committed to inclusive representation across all visible and non-visible elements of the ceremony, recognising that representation extends beyond those who appear on stage to include the full broadcast and production ecosystem that brings the event to life.

This commitment applies to:

- **Performers, presenters and contributors**, with diversity encouraged wherever possible across protected and non-protected characteristics
- **Citation readers**, selected with conscious consideration of representation and inclusion
- **Creative teams**, including directors, writers, designers and choreographers involved in the ceremony's content and presentation
- **Broadcast and production teams**, including camera operators, production crew, sound, lighting, vision, stage management and technical staff
- **On-screen representation**, ensuring that the voices and faces seen by the live and broadcast audience reflect the breadth of the theatre community

The Olivier Awards work with delivery partners and suppliers to:

- Encourage **diverse teams across all broadcast roles**, from senior creative leadership to technical delivery
- Promote inclusive working practices across rehearsals, live production and post-production
- Recognise the importance of representation in **decision-making roles**, not only on-camera roles

Wherever possible, the Olivier Awards seek to ensure that the ceremony's full creative, technical and broadcast output reflects the diversity of the industry and audiences it serves, acknowledging that meaningful inclusion is achieved through representation across all areas, all roles and all levels.

Accessibility & Physical Access

The Olivier Awards are committed to improving physical access and removing barriers for disabled artists, contributors and guests.

- **The installation of a chair lift at the Royal Albert Hall** has enabled improved access to the arena floor

- **Stage design has been updated** to incorporate a ramp to ensure wheelchair users can access the stage directly from the arena floor
- The ceremony does **not use a podium**, allowing flexibility for presenters and winners
- Care is taken to ensure **microphone placement and delivery** are adaptable and sensitive to individual access needs

Inclusive Ceremony Experience

The live Olivier Awards ceremony is designed to be inclusive and welcoming:

- The ceremony is **live British Sign Language (BSL) interpreted**
- **Quiet spaces** are provided for guests who require them
- **Dedicated wheelchair-accessible spaces and companion tickets** are provided where necessary to support equitable access for disabled guests.
- Accessibility considerations are embedded into rehearsal, production planning and live delivery
- Staff and volunteers are briefed to support inclusive and respectful experiences for all attendees

Continuous Review & Development

The Olivier Awards recognise that Equality, Diversity and Inclusion is an ongoing process.

- Policies and practices are **reviewed regularly** to reflect best practice and sector guidance
- Feedback from stakeholders, participants and audiences is welcomed and used to inform improvements
- The Olivier Awards remain committed to learning, evolving and strengthening their EDI approach year-on-year