

People are at the centre of the Globe's work.

We create ways to enable our wide community to feel visible and for everyone's contributions to the Globe's purpose be heard and respected. We drive inclusivity through our work with empathy, respect and rigour, alongside the development of structures, policies, working practices and through the Globe's people.

We have been on a significant journey of developing these values, and we will continue to review with the people who are impacted by them. We recognise this work is never finished but continuous and ongoing, to which the Globe has and remains invested in.

We are committed to creating and maintaining an inclusive and accessible environment for everyone who encounters and works at Shakespeare's Globe. All safeguarding and inclusion policies and practices are reviewed on an annual basis (at minimum), alongside development of our organisation culture, enabling us to regularly improve how we empower and support our workforce.

Like many organisations, the Globe aspires to lead the arts and culture sector with the intention to maximise protections against discrimination and ensure safeguarding. The Globe will continue to build upon its policies and procedures as we work towards a shared common purpose to create greater inclusivity.

Because of these values and this work, we welcome the opportunity to share this joint statement.

**Shakespeare's Globe**  
**March 2025**

### **Joint Statement from Athena Stevens and Shakespeare's Globe**

Athena Stevens and Shakespeare's Globe are pleased to have resolved their Employment Tribunal dispute.

The Globe acknowledges that Athena's primary motivation throughout has been to improve the experiences of disabled and vulnerable people in the arts sector.

Athena and The Globe both agree and believe in the importance of disabled staff and freelancers and seek continuous improvement of conditions that support an inclusive workplace. With this in mind, and notwithstanding its confidence in existing working practices, The Globe will commission an independent review assessing accessibility and safeguarding policies, procedures and their interrelationship. Athena will participate by giving evidence as part of the review.

The Globe benefitted from Athena's expertise as a performer, writer, director, and advocate whilst she was in her honorary role as Associate Artist from 2018 to 2022. The Globe is grateful to Athena for her commitment to improve the experience of disabled and vulnerable people in the arts sector including in her active engagement with them to resolve the issues in the dispute. The Globe thanks Athena for her thoughtful advocacy. Athena wishes The Globe every success in its future endeavours.

**Athena Stevens**  
**Shakespeare's Globe**  
**March 2025**