



Equal Opportunities Policy 2024

Policy Statement

Katie Dale-Everett Dance is committed to providing equal opportunities for all participants, staff, volunteers, and audiences. We celebrate diversity and aim to create an inclusive environment where everyone can enjoy, participate in, and contribute to dance, regardless of background, identity, or circumstance.

We oppose all forms of unlawful or unfair discrimination and ensure that our practices comply with the **Equality Act 2010**.

Scope

This policy applies to:

- Contractors, and freelance artists
- Volunteers
- Participants, students, and workshop attendees
- Audience members and visitors
- Partner organisations, suppliers, and collaborators

Principles

We will:

- Treat all individuals fairly and with respect.
- Ensure equal access to opportunities in dance education, performance, training, and participation.
- Foster a safe and inclusive environment free from bullying, harassment, victimisation, or discrimination.
- Promote positive attitudes towards diversity in all aspects of our work.

- Make reasonable adjustments to ensure accessibility for disabled people.

Protected Characteristics

In line with the **Equality Act 2010**, no person will be treated less favourably or disadvantaged because of:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race (including ethnic origin, nationality, and colour)
- Religion or belief
- Sex
- Sexual orientation

Recruitment, Training, and Participation

We will:

- Advertise roles and opportunities widely to encourage diverse applications.
- Select participants, staff, and performers based on merit, experience, and potential.
- Provide accessible venues where possible, materials, and communication methods.
- Offer diversity and inclusion training to staff and volunteers.

Accessibility and Inclusion

- We will take active steps to remove barriers to participation in our dance programmes and events.
- We will consult with participants to ensure their needs are met wherever possible.
- We will prioritise inclusive artistic programming that reflects diverse cultures, stories, and dance styles.

Responsibilities

- **Directors:** Ensure this policy is implemented and reviewed annually.
- **Project Leads/Staff:** Promote inclusivity and challenge discrimination.

- **Participants and Volunteers:** Treat others with dignity and respect and report any concerns.

Reporting and Complaints

Anyone who feels they have experienced or witnessed discrimination, harassment, or unfair treatment should:

1. Report concerns to the Project Manager or Artistic Director.
2. Use the organisation's complaints procedure for formal action if necessary.
3. Be assured that all complaints will be treated seriously, confidentially, and without victimisation.

Review

This policy will be reviewed annually or in response to changes in legislation.

Adopted by: Katie Dale-Everett Dance

Date: 2024

Next Review: 2025