

## Equal Opportunities & Diversity Policy

### The Organisation

Plymouth Dance aims to connect, create and celebrate dance in the city by:

- Enabling people to find out about dance in a way that makes sense to them
- Creating and extending opportunities Citywide, using dance as a vehicle for change
- Joining up the existing dots to celebrate the variety of dance in the City.

Plymouth Dance CIC values the diverse cultures, environments and communities of which it is a part. We believe people have the right to be treated equally and oppose discrimination in all its forms. We recognise value and respect diversity, and understand the importance of creating a fair and just environment. We do this through our existing policies and monitoring procedures, which are reviewed annually and by taking practical action where possible.

Plymouth Dance CIC and all services managed by it, is fully committed to social justice, equality of opportunity and the elimination of all forms of discrimination as a fundamental principle of its work. We carefully consider opportunities and specific issues around equality and diversity in service design, implementation planning and delivery. We are committed to ensuring that no individual or group of people is less favourably treated or denied opportunities because of their background, for example:

- Ethnic or cultural origin
- Nationality (or statelessness)
- Religion, faith or belief
- Social or economic background
- Class
- Locality
- Gender
- Sexuality
- Transgender
- Age
- Apparent and non-apparent disability or recovery from mental illness
- Long term health problems
- Trade union membership
- Employment status
- Marital status and civil partnerships
- Caring responsibilities
- HIV status
- Pregnancy, Maternity and Paternity
- Unrelated criminal conviction

or because of association with others who experience the above.

Plymouth Dance CIC demonstrates its commitment to these issues by adopting an Equal Opportunities & Diversity Policy, which gives guidance on diversity practices, service provision, and the general work of the organisation.

This policy applies to directors, staff, and volunteers employed by or working for Plymouth

Dance CIC. Aspects of this policy also apply to consultants engaged by Plymouth Dance CIC and to those organisations with whom we work in partnership through our services. In addition, we expect that consultants, partners and other organisations will have their own policies and procedures that reflect similar principles to our own.

### **Equal Opportunities & Diversity Policy**

This policy aims to ensure that Plymouth Dance CIC creates equal opportunities for all current and potential Board directors, Steering Group members, paid staff, volunteers, users of our services and organisations with which we work. Its success will depend on everyone having a full understanding of diversity and equal opportunities and co-operating in the policy's implementation.

Plymouth Dance CIC recognises that the city of Plymouth is socially and culturally diverse and believes its work is enriched by the different qualities and experience brought to Plymouth Dance CIC.

Plymouth Dance CIC seeks to ensure that our work programme and other services reflect the perspectives of Plymouth communities, and that our paid staff, Board Directors and Steering Group members, service providers, users of our services and volunteer's composition is representative of those communities. Where under-representation, or where an obstacle to participation is identified, every effort will be made to attract, encourage and support participation and application by that sector of the community.

### **Organisations**

Plymouth Dance CIC will seek to raise awareness of cultural diversity, equal opportunities and anti-discrimination policy and practice by the provision of projects and activities.

Plymouth Dance CIC Equal Opportunities & Diversity Policy will be available on its website [www.plymouthdance.org.uk](http://www.plymouthdance.org.uk)

### **Employment, recruitment and selection**

Plymouth Dance CIC works to ensure equality of opportunity for all. This applies to all areas of employment, including:

- Recruitment and selection
- Training and development
- Promotion
- Conditions and benefits of service
- Employment procedures
- Health and safety
- Cessation of employment

### **Training**

Equal opportunities and diversity training will be an integral part of the induction training for Board directors, Steering Group members, paid staff, and volunteers. Board directors, Steering Group members, paid staff and volunteers will be given equal opportunity of access to training and professional development.

### **Publicity**

Plymouth Dance CIC will endeavour to ensure that its published material will be accessible to all and make sure that no individual or group is treated less favourably or denied opportunities because of their background.

### **Monitoring and Evaluation**

The Equal Opportunities & Diversity Policy will be reviewed annually in order to evaluate its

effectiveness and that it complies with current legislation. The Directors will carry out the review. Information from the recruitment monitoring forms and other relevant information, for instance examples of breaches of the policy or changes in national and regional agendas, will be examined by the Directors to ensure that the Equal Opportunities & Diversity Policy itself is up-to-date, and that our other policies and practices are fully compliant.

### Action Plan

Following the annual review an action plan will be put in place to ensure the actions identified through the monitoring and evaluation process are implemented, that the training and professional development programme is current and that we understand what the policy means to our work.

All Plymouth Dance policies are to be read annually by all Plymouth Dance Directors, staff and volunteers, as well as whenever a policy is updated.

**Date of adoption:** 21<sup>st</sup> July 2020    **Review date:** 21<sup>st</sup> July 2021