

NYB

National Youth Ballet

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National Youth Ballet Equality and Diversity Policy Updated February 2018

Patrons: Carlos Acosta CBE, David Bintley CBE, Sir Matthew Bourne OBE, Deborah Bull CBE, Dame Darcey Bussell DBE,
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Anna Meadmore, Angela Mortimer, Samira Saidi, Dame Antoinette Sibley DBE, Wayne Sleep OBE, Sir Peter Wright CBE

Registered Charity No. 1000932
Registered in England NO 2557811 whose registered office is at:
Betchworth House, 57-65 Station Road, Redhill, Surrey RH1 1DL

EQUALITY AND DIVERSITY POLICY

Introduction

The National Youth Ballet of Great Britain (“NYB”) values diversity; it is committed to promoting anti-discriminatory practice, and providing equality of opportunity, tolerance and respect for all its members, regardless of their gender, age, ethnicity, sexual orientation, social or cultural background.

Members of NYB include all student and volunteer participants, permanent or seasonal staff, and trustees.

The aim of this policy is to:

- provide a secure environment in which all its members can flourish and in which all contributions are valued
- continually improve its knowledge and understanding of issues of anti-discriminatory practice, promoting equality and valuing diversity and making every reasonable adjustment to accommodate specific dietary, religious or cultural needs for all its members

The legal framework for this policy is:

Race Relations Act 1976; Race Relations Amendment Act 2000; Sex Discrimination Act 1986; Children Act 1989; and Special Educational Needs and Disability Act 2001; Equalities Act 2010.

Methods

NYB is advertised widely, through its website, social media and the press. NYB reflects the diversity of members of our society in all publicity and promotional materials, for example, in printed annual performance season posters and programmes.

NYB bases its admissions policy on a fair and transparent system, which aims to be fully inclusive wherever possible.

NYB does not discriminate against its members or their families, or prevent participation in any of its activities, on the basis of colour, ethnicity, religion or social background, such as being a member of a travelling community or an asylum seeker.

NYB does not discriminate against people with disabilities and seeks to offer every possible access to its activities to all its participants, members of staff, trustees, volunteers or visitors with any form of disability.

Where NYB recruits dance participants for their excellence or potential for excellence in classical ballet it necessarily operates a permitted form of selection, as outlined in Schedule 11, Part 3, Paragraph 8 of the Equality Act 2010.

NYB encourages an environment of mutual respect and tolerance, and endeavours to make all its members feel they are equally valued members of the NYB community.

NYB recognises the different learning styles of girls and boys among its younger participants, making appropriate provision to ensure each member receives the widest possible opportunity to develop their skills and abilities.

Where appropriate, NYB helps its members, especially its younger participants, to understand that discriminatory behaviour and remarks are hurtful and unacceptable.

NYB works in partnership with parents, guardians and staff to ensure that the medical, cultural and dietary needs of all its members are met.

NYB takes robust action against any discriminatory behaviour identified among any of its members: the display of openly racist insignia, distribution of racist material, name calling, or threatening behaviour are unacceptable to NYB and will be dealt with immediately and, where necessary, in consultation with the appropriate authorities (e.g. parents or guardians, staff, social services, the police etc.)

NYB regularly reviews its practices to ensure that it is fully implementing its policy for equality, diversity and inclusion.

This policy was written by Nichola Packham. Head of Pastoral care on 22nd January 2018; revised by Anna Meadmore 12 February 2018.

Adopted by and on behalf of the National Youth Ballet of Great Britain:

Mikah Smillie
Artistic Director
Signature and Date

Member of the Board of Trustees
Signature and date

Review Date 31 January 2019

