

Equality and Diversity Policy **March 2019**

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Introduction

Patrons: Carlos Acosta CBE, David Bintley CBE, Sir Matthew Bourne OBE, Dame Deborah Bull CBE, Dame Darcey Bussell DBE, Jayne Cadbury MBE, Lauren Cuthbertson, Antony Dowson ARAD, Stephen Jefferies, Janet Kinson FISTD, Joanna Lumley OBE, Dame Monica Mason DBE, Anna Meadmore, Angela Mortimer, Samira Saidi, Dame Antoinette Sibley DBE, Wayne Sleep OBE, Sir Peter Wright CBE

National Youth Ballet 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 National Youth Ballet 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:

Equality Act 2010; Children Act 1989; and Special Educational Needs and Disability Act 2001.

Methods

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

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

National Youth Ballet does not discriminate against its members or their families, or prevent participation in any of its activities, on the basis of age, disability, sex or sexual orientation, gender reassignment, marital or civil partner status, pregnancy or maternity, race, colour, nationality, ethnic or national origin, religion or belief.

Where National Youth Ballet 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.

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

National Youth Ballet 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, National Youth Ballet helps its members, especially its younger participants, to understand that discriminatory behaviour and remarks are hurtful and unacceptable.

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

National Youth Ballet 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 National Youth Ballet and will be dealt with immediately and, where necessary, in consultation with the appropriate authorities (eg. parents or guardians, staff, social services, the police etc.)

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

This policy was written in March 2019.

Adopted by and on behalf of National Youth Ballet.

Review date March 2020.