

**National Youth Ballet  
Equality and Diversity Policy**

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## **Equality and Diversity Policy**

### **1. Introduction**

National Youth Ballet values diversity and celebrates the benefits of diversity in the creative process. We are committed to engage proactively with issues around equality of opportunity and to promote anti-discriminatory practice. We will ensure equality of opportunity, tolerance and respect for all our members, regardless of gender, age, ethnicity, sexual orientation, social or cultural background.

### **2. Purpose of the policy**

This policy applies to all members of the National Youth Ballet community, by which we mean all applicants, auditionees, student and volunteer participants, permanent or seasonal staff and trustees. This policy will:

- a) Outline the measures in place in order to ensure that NYB provides a secure environment in which all its members can flourish and in which all contributions are valued.
- b) Note the ways in which NYB will continually seek to improve its knowledge and understanding of issues of anti-discriminatory practice, promoting equality, valuing diversity and making every reasonable adjustment to accommodate specific 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.

### **3. Method**

We will ensure that our publicity material reflects our diverse membership, and actively seek to broaden the diversity of our membership.

National Youth Ballet is committed to a fair, transparent and inclusive admissions process. We will not discriminate against members or their families, or prevent participation in any activities, on the basis of age, disability, sexual orientation, gender, gender reassignment, marital or civil partner status, pregnancy or maternity, race, ethnicity, nationality, religion or belief.

We will challenge racism, prejudice and bias in all forms.

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

National Youth Ballet recognises the different learning styles of its participants and will make appropriate provision to ensure each member receives the widest possible opportunity to develop their skills and abilities.

National Youth Ballet is committed to ensuring that members understand the impact of any discriminatory behaviour and will address any such incidents through education and a restorative justice approach, through which we explore the impact of such behaviour. (Refer to behaviour policy for further details.)

In more serious cases it may be necessary to involve relevant authorities (eg parents, guardians, social services, police etc). Incidents will be escalated to the CEO in the first instance.

National Youth Ballet regularly reviews its practices to ensure that it is fully implementing its policy for equality, diversity and inclusion. In 2020 we appointed a trustee with specific oversight for diversity and inclusion to help us meet our objectives in this area. In 2021 we launched an EDI committee with a specific remit to monitor and improve the representation of under-represented groups within ballet participants in NYB activity.

**Links to Other Policies:**

Behaviour Policy

<b>NYB Values</b>	
Safe	We champion healthy and sustainable practice.
Nurturing	We contribute to a mutually positive and nurturing experience.
Respectful	We are respectful of each other, and show this in our interactions with everyone; both online and in person.
Inclusive	We value diversity and proactively seek to create an inclusive environment for all stakeholders.
Communal	We are a community and we grow from our shared experience.
Creative	At our core we are creative and collaborate in our creative process.
Challenging	We challenge perceptions about what ballet is and conventions about who ballet is for.
Sustainable	We acknowledge that there is a climate emergency. We are action-oriented and committed to using our influence, resources, and skills to be a positive force for change.
Exceptional	We work hard to create high quality educational and dance experiences.