

NYB
Equality, Diversity and Inclusion Policy

Author/ Checked :	BP / CFL
Date	February 2026
Approved by	ESG Committee
Issue Date	February 2026
Next Review Date	February 2028

1. Introduction

National Youth Ballet (NYB) believes every young person, participant, team member, volunteer and practitioner has the right to participate, contribute and thrive in an environment free from discrimination, harassment and prejudice. We celebrate the benefits of diversity in the creative process and we are committed to building an inclusive culture where differences are celebrated, barriers are removed, and everyone has equal access to opportunities, regardless of race, colour, sex, gender identity (transgender), disability, nationality, national or ethnic origin, religion or belief, marital/ partnership or family status, caring responsibilities, sexual orientation, age, social class, educational background, employment status working pattern, care experience, trade union membership or any other factor.

We will not tolerate discrimination, harassment or victimisation in any form. We strive for equity, diversity and inclusion across all our work — from programme delivery to recruitment and governance.

2. Purpose and Scope of the Policy

This policy sets out our approach to equity, diversity and inclusion (EDI) and applies to:

- All practitioners, trustees, freelancers and volunteers working with NYB
- All children and young people participating in our activities and their families
- All organisational activities, communications, events and online spaces

This policy will:

- a. Outline the measures in place in order to ensure that NYB provides a secure environment in which all its team members and participants 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, cultural or disability needs.

3. Context and Legal Framework

This policy aligns with the Equality Act 2010 and the Human Rights Act 1998, and upholds the Public Sector Equality Duty where applicable.

Protected characteristics under law include:

- Age
- Disability
- Gender reassignment

- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

In valuing diversity, NYB is committed to exceeding the legal minimum regarding equality. In doing so, we take into consideration:

- The Human Rights Act 1998
- The Work and Families Act 2006
- Children Act 1989
- Charities Act 2011
- The Public Sector Equality Duty, where applicable
- Charity Commission guidance on equality and inclusion
- Local safeguarding and child protection standards
- Children and Families Act 2014
- Employment Equal Treatment Framework Directive 2000 (as amended)

4. Definitions

There is no single complete set of agreed definitions for the terms equity, diversity, and inclusion. This policy has adopted the following NCVO (National Council for Voluntary Organisations) definitions.

Team members: in this policy team member refers to anyone contracted to NYB. It does not denote an employment status.

Participants in this policy is used to refer to anyone participating in NYB activity.

Equality: Equality means ensuring every individual has equal opportunities. By being conscious of and actively challenging bias or prejudice we make sure no-one is treated less favourably because of who they are or what makes them different from other people. This requires a proactive approach to make reasonable adjustments that address the visible and invisible barriers people face.

Equity: Equity means treating people in ways that make sure they are not unfairly prevented from accessing resources and opportunities nor that others have unfair advantage. Simply providing the same opportunities to everyone is not an effective way to create equality of outcomes. Equity is about giving people what they need for fair access. This is about removing inequalities to make sure everyone has the chance to realise their ambitions.

Diversity / Representation: Diversity means having differences within an organisation or setting. Diversity recognises we are all different in many ways. People with differing identities, backgrounds and experiences should all have equitable access to resources and decision-making. Representation is often used alongside or instead of diversity to focus on how we should be reflective of the society we live in and the communities we serve.

Inclusion: Inclusion means being proactive to make sure people of different backgrounds, experiences and identities feel welcomed, respected and fully able to participate. It is not only about creating a diverse environment but also about ensuring a culture where individuals can be their full selves.

5. Responsibilities

All team members, practitioners and volunteers are directed to read the EDI Policy at the point of contract. Practitioners are expected to:

- read and understand this policy
- ensure they behave in accordance with its principles and requirements
- encourage the same standards of behaviour in colleagues
- immediately report any breaches witnessed, whenever it is reasonable for them to do so.

Senior Leadership Team are responsible for:

- promoting this policy
- ensuring it is understood and complied with by all practitioners in their area
- dealing with breaches and complaints (whether reported or not) seriously, speedily, sensitively and confidentially
- contributing ideas for the advancement of diversity principles within the organisation.

The following table outlines the different levels of responsibility across the organisation.

Role	Responsibilities
Board of Trustees / Senior Leadership	Provide strategic oversight; ensure adequate resources; review progress and compliance.
Senior Leadership Team	Implement inclusive practices; support and monitor teams; respond to concerns promptly.
Team members, practitioners, volunteers	Model respectful and inclusive behaviour in all interactions with young people and colleagues.
EDI Lead / Environment, Social, Governance (ESG) Committee	Offer guidance, collect data, lead training and review the policy annually.
All Team Members and Participants	Treat others fairly and challenge discrimination or exclusion when it occurs.

6. Implementation

The Chief Executive and General Manager are responsible for implementing this EDI Policy. EDI reporting data will be shared with and monitored by the ESG subcommittee.

NYB will promote EDI in all areas of our work, including:

a. Recruitment and Workforce

- Job and volunteer opportunities will be advertised widely and accessibly.
- We will use inclusive language and provide reasonable adjustments at all stages.
- Shortlisting and interview panels will reflect diversity where possible.

b. Programme Design and Delivery

- Activities will be inclusive, representative and accessible to all young people with fair and transparent and inclusive admissions process
- We will consider financial, physical, cultural and linguistic barriers
- Representation of diverse identities will be embedded across our materials, digital and printed comms, storytelling.

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

c. Training and Awareness

- All Team Members, freelancers and volunteers will receive annual training on EDI and unconscious bias.
- Managers will be supported to embed inclusive leadership practices.
- NYB recognises the different learning styles of its participants and will make appropriate provision to ensure each participant receives the widest possible opportunity to develop their skills and abilities.

d. Communication and Accessibility

- We will use clear, inclusive language in all communications.
- Information will be available in accessible formats when required (e.g. large print, Easy Read, video format).
- Imagery will reflect the diversity of our young people and communities.

7. Defining NYB's Inclusive Culture

NYB is a values-led culture that reflects the communities we serve, in which all individuals can share their thoughts and opinions openly. We recognise people with different backgrounds, skills, attitudes and experiences bring fresh ideas and perspectives, and we wish to encourage and harness these differences to make our services more relevant and approachable.

We do this by:

- a. offering an environment that celebrates diversity and takes advantage of the opportunities that can be found in difference;
- b. ensuring that all participants, contractors and practitioners are able to be their authentic selves at NYB;
- c. creating an inclusive culture where all participants and practitioners, including those who are transgender or non-binary, are treated with dignity, respect and without discrimination. We will make reasonable adjustments to support individuals' needs while balancing the rights of all participants and maintaining safeguarding standards;
- d. promoting equality and fairness, and challenging discrimination. Where we perceive that there is potential for discrimination we will actively engage in difficult conversations to promote anti-discriminatory practice.

- e. exceeding the narrow scope of legislative compliance, following best practice in order to ensure that equity, fairness and diversity are a fundamental part of all our activities.

8. Recruitment, Selection and Employment

NYB will treat all employees and job applicants equally and fairly and not unlawfully discriminate against them. This will, for example, include arrangements for recruitment and selection, terms and conditions of employment, access to training opportunities, access to promotions and transfers, grievance and disciplinary processes, selections for redundancy, references and any other employment related activities.

We champion the benefits of a diverse workforce and will take steps to ensure that:

- i. we recruit from the widest pool of qualified candidates practicable;
- ii. employment opportunities are open and accessible to all, on the basis of applicants' individual qualities and personal merit;
- iii. where appropriate, positive action measures are taken to attract applicants from all sections of society and especially from those underrepresented in the workforce;
- iv. selection criteria and processes do not unlawfully discriminate;
- v. where appropriate and necessary lawful exemption (genuine occupation requirements) will be used to recruit suitable Team Members to meet the special needs of particular groups;
- vi. any third parties acting for NYB in respect of employment are made aware of the requirements not to discriminate and to act accordingly;
- vii. we have a culture of fair pay with clear terms and conditions outlined in contracts

9. Training and Development

NYB will ensure that all Team Members understand our commitments to equity, diversity and inclusion through training at induction and updates in team meetings.

Everyone who works for NYB is aware that they, as well as NYB, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their work with us. Such liability extends to fellow contractors, customers, suppliers and the public.

We will support and encourage all core team members to realise their full potential.

10. Meeting Individual Needs

NYB will do its utmost to meet the needs of individuals at work, for example:

- Recognising caring and domestic responsibilities and making accommodations where possible (these may, as an example, include variances to start and end times, flexible working agreements and parental / adoption leave);
- Working patterns – wherever possible training courses and meetings will be planned to allow attendance by team working non-standard hours or working patterns;
- Accessibility– ensuring that we promote an inclusive culture in which reasonable adjustments are made where necessary to remove barriers and enable team with

- e.g. disabilities, neurodivergence or managing menopause symptoms (if they are severe enough to be considered a disability) to carry out their roles;
- Religious practices – time off and suitable facilities for prayer will be provided wherever possible. Requests for annual leave to celebrate religious festivals will be accommodated wherever possible.
 - Co-creating a transition plan for anyone undergoing gender reassignment whilst working at NYB.

11. Volunteers

Volunteers contribute significantly to the diversity of the organisation. They can expect to be treated fairly, with dignity and respect, and without discrimination. They are likewise expected to treat others fairly, with dignity and respect, and without discrimination. Due to the restrictions imposed by employment law, the rights of volunteers are different to those of employees or contractors.

12. Monitoring

- a. In order to monitor our effectiveness at meeting our EDI targets, we will
 - i. Collect and review anonymised demographic data about our workforce, volunteers and participants where appropriate. Providing equality monitoring information is voluntary. We process this special category data under Article 9(2)(g) GDPR and paragraph 8 of Schedule 1, Part 2 of the Data Protection Act 2018 (equality of opportunity monitoring). This data is stored separately from other personal data. Further information about how we manage data can be found in our data protection policy.
 - ii. Seek regular feedback from and stakeholders, paying particular attention to young people
 - iii. Annually publish key actions and progress against our objectives.
- b. NYB uses the workforce monitoring metrics set by Arts Council England including age, gender, ethnicity, socio-economic data, sexual orientation, disability and neurodivergence.
- c. Where it is possible to do so, and where doing so will not cause offence or discomfort to those whom it is intended to protect, we will monitor the sexual orientation and religion or belief of Team Members and volunteers in order to ensure that they are not being discriminated against in terms of the opportunities or benefits available to them.
- d. All data is collected in line with GDPR legislation.
- e. We store equal opportunities data as confidential personal data and restrict access to this information. Equal opportunities information will be used exclusively for the

purposes of equal opportunities monitoring and will have no bearing on opportunities or benefits.

- f. At least once a year, we will monitor all elements of:
 - i. recruitment and selection processes (including profiles of successful and unsuccessful job applicants)
 - ii. terms and conditions of scopes of work
 - iii. grievance and disciplinary procedures
 - iv. resignations and dismissals.

- g. In addition to monitoring the above elements, NYB is committed to
 - i. strengthening our ability to deliver quality services through robust recruitment and retention strategies, implemented by HR and monitored by General Manager;
 - ii. earning a reputation for fairness and the commitment and skills of all our practitioners, monitored through partner and participant feedback;
 - iii. inspiring confidence in the communities we work with, evidenced by ongoing community engagement and feedback
 - iv. regularly reviewing policies and practices in relation to EDI and updating them when necessary
 - v. providing training on EDI for team members and volunteers
 - vi. working to develop best practice on EDI throughout NYB
 - vii. delivering services which are appropriate to the needs of the communities we work with
 - viii. removing barriers which deny people access to our services

13. Reporting and Responding to Discrimination

NYB is committed to a culture of openness and accountability. Team Members who feel that they have experienced discrimination in the workplace should raise this via a grievance procedure.

All other parties who feel that they have been subject to discrimination, harassment or victimisation should raise this via the Complaints Policy which is available on our website.

Any concerns, complaints or incidents of discrimination or harassment can be discussed in the first instance with the EDI Lead, Designated Safeguarding Lead or with a Line Manager. Where safeguarding issues are identified, our Safeguarding Policy will always take precedence. No individual will face victimisation for raising a genuine concern. All concerns will be handled confidentially, fairly and promptly.

We will challenge racism, prejudice and bias in all forms. We will ensure that Team Members and participants 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 Codes of Conduct and Behaviour Policy for further details.)

In more serious cases it may be necessary to involve third parties or relevant authorities (e.g. parents, carers, social services, police). Incidents will be escalated to the CEO in the first instance.

14. Review

NYB regularly reviews its practices to ensure that it is fully implementing its EDI policy for equality, diversity and inclusion. In 2020 we appointed a trustee with specific oversight for EDI and in 2021 we established an EDI committee, becoming the ESG committee in 2024. This is an action oriented committee which agrees targets to monitor and improve the representation of under-represented groups within ballet.

This policy will be reviewed once every two years or more regularly if we identify any non-compliance or problem or in the light of emerging legislation or best practice that could impact on this policy. The policy will be signed off by the EDI trustee / Chair of the ESG Committee.

15. Links to Other Policies

This policy should be read in conjunction with the following:

- Safeguarding Policies
- Disciplinary and Grievance Policy
- Whistleblowing Policy
- Complaints Policy
- Bullying and Harassment Policy
- Code of Conduct for Staff and Volunteers
- Code of Conduct for participants
- Code of Conduct for Trustees
- HR / Recruitment Policy
- Data Protection Policy

16. Useful Resources

NYB refers to the [Chartered Institute of Personnel and Development](#) guidance.

In light of the supreme court ruling in 2025 (For Women Scotland v Scottish Ministers) NYB will continue to refer to CIPD guidance on how to support trans and non-binary people in the workplace.

NYB Values	
DIVERSE	We make ballet accessible to young people from all backgrounds and levels of experience.
AMBITIOUS	We create bold new works with young people's voice at the heart of our performance and production.
NURTURING	We prioritise the wellbeing and creativity of every dancer, building kind communities where they can be their authentic selves.
CHALLENGING	We push the boundaries of how ballet is created, taught, and experienced, inspiring a more accessible art form.
ETHICAL	We seize every opportunity to champion fairness, equity and the environment to make a positive impact.