Equality, Diversity, and Inclusion Policy

1. This Applies To

1.1 All One Dance UK staff: permanent, temporary, part-time, casual, volunteers, or contractors. It also applies to all our processes and any dealings with members and external stakeholders.

2. Our Policy Statement and Purpose

2.1 One Dance UK is committed to eliminating discrimination and encouraging equality and diversity to help foster an inclusive culture of belonging.

2.2 Our aim is that our approach to working with members, partners and stakeholders, our programme of activity, and our own workforce will be truly representative of all sections of society.

2.3 Within this broad approach to advancing equality for all, aligned with our Strategic Focus Areas, under the Equality Act of 2010 the following protected characteristics underpin our work: sex, age, disability, and race.

2.4 We will also endeavour for our work to stretch beyond these protected (i.e., consider social mobility factors) and ensure that we take an approach that is considerate of lived experience alongside characteristics.

2.5 Further to this, our purpose is to:

- Ensure our services are as accessible for, and inclusive of, all as possible.
- Not unlawfully discriminate on the basis of: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including ethnic origin, colour, nationality, and national origin), religion or belief, sex, and sexual orientation.
- Underscore the value of an inclusive and diverse workforce. We believe that the more diverse, creative, and dynamic our teams are, the more successful we will be in delivering our vision to create a stronger, more vibrant, and diverse dance sector.

3. Commitments and Responsibilities

3.1 One Dance UK's collective commitment to contributing to diversity in the wider dance sector is exemplified across the range of programmes we provide. Additionally, we are committed to ensuring that a percentage of all our online and in-person offering is designed to prioritise accessibility where possible.

3.2 Further, we will continue to:

- Review our policies and processes around EDI in accordance to the designated timeframe, making sure it is kept fresh and up to date.
- Aim for diverse recruitment pools, jargon free job descriptions, and diverse teams.

- Provide annual EDI training for all staff on key issues. We ensure learnings from these sessions are reflected in our policies and procedures and shared with our members wherever possible too.
- Create an environment in which individual differences and the contributions of all our staff are recognised and valued.
- Foster a working environment that promotes dignity and respect to all. No form of intimidation, bullying or (sexual) harassment will be tolerated. One Dance UK observes a zero-tolerance policy to sexual harassment. Staff are encouraged to read our Sexual Harassment policy for further information.
- Ensure development opportunities are available to all staff.
- Ensure our external stakeholders (e.g., our members and service users) are treated fairly and with respect.
- Review all our employment, membership and business practices and procedures to ensure fairness.

3.3 Managers are responsible for:

- Ensuring they are steering the way in setting our inclusive culture through undergoing appropriate training.
- Fostering a culture where compliance with this policy is regarded as integral to their team.
- Ensuring that direct reports are encouraged, supported, and enabled to reach their full potential through identifying appropriate development opportunities.

3.4 Individual staff are responsible for:

- Supporting and implementing the aims of this policy alongside promoting equality and fostering an inclusive culture.
- Ensuring that their behaviour and actions do not amount to discrimination, harassment, bullying or victimisation in any way.

3.5 To hold us accountable to our commitments:

- Complaints regarding failure to comply with this policy internally will be treated seriously.
- Our Complaint Procedure for members and external users is prominent on our website with a quick response.
- This policy is fully supported by the Board of Trustees and senior management.
- The policy will be monitored and reviewed every two years.

4. Employee Concerns

4.1 Should an employee believe they are being bullied, harassed, or victimised by another member of staff, member, partner, or stakeholder, then they should raise their concerns via the appropriate channels including our Disciplinary and Grievance procedures.

4.2 This also applies where actions have taken place outside of normal working hours, where it may impact on either the working environment or where it could potentially affect One Dance UK's reputation.

Authors	Head of Workforce Development
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