



# EDI ACTION PLAN – 2026 UPDATE

**Key**

Green = over target

Yellow = on target

Red = below target

This is an annual update of our 3-year EDI Action Plan commitments. To read through our Action Plan, please click [here](#).

## Strand 1: Building diverse and inclusive Children and Young People (CYP) programmes

- We continue to ensure that diversity and inclusivity is embedded across our CYP programmes of activity. Our recruitment process for our Young Creatives and Dance Ambassadors makes use of inclusive imagery and continues to remain free for participants to access.
- We still aim to achieve a minimum of 25% representation of Global Majority and disabled participants across the 2 programmes. The below table showcases demographic data.

	Young Creatives 2025/26 (n=8)	Dance Ambassadors 2026 (n=14)
Global Majority	37.5%	28.5%
Disabled	37.5%	50%
Less advantaged background (social mobility)	25%	28.5%

- The recruitment channels used for our programmes is routinely reviewed, with work taking place internally to think strategically on how to better increase representation of boys (trans-inclusive) in our programmes.

**Strand 2: Building a Board and Senior Leadership that leads on EDI and are representative of the community we serve**

- All new board members have received our EDI policy and action plan and are consistently kept informed (via our Board reports) on progress relating diversity and inclusion across our programmes of activity. This looks like presenting demographic data on audience reach, recruitment and more.
- All board members are given the opportunity to attend EDI-related training staff may be undertaking.
- In our most recent board recruitment, we work with RIAC, an organisation that continues to create a more diverse network of (potential) trustees. We will continue to look into alternative channels to improve diversity within our board makeup.
- With a target of 40% of Global Majority representation, we are continuously working on achieving this target by 2028. With the implementation of using more diverse and alternative channels, we believe we are on the right track.

<i>Board representation</i>	<b>Global Majority</b>
<b>2025-26 (n=10)</b>	<b>20%</b>

- Senior Management Team are yet to undertake a leadership focused training on EDI. This will be addressed in the 2026-27 period.

**Strand 3: Recruit and retain a diverse workforce**

- Since 2022, we have assessed staff feelings of inclusion and belonging, to help inform necessary structural changes within the organisation. Our surveying has taken a different approach, with hopes to implement a pulse survey twice a year, delivered by an external party, which would allow for more targeted and in-depth analysis that strengthens anonymity.
- From 2024-2025, the Head of Workforce Development and previous Dance Access Manager were part of the first cohort for the Ramps on the Moon Change Programme which focused on supporting organisations embed anti-ableist

practices. One Dane UK was successful in getting funding to support our commitment to the Disability Confident Scheme and ensuring that our recruitment practices are as accessible as possible.

- We are currently working on our website accessibility, and continue to ensure that our website and publications are inclusive in imagery.

<i>Staff representation</i>	<b>Global Majority</b>	<b>Disability Status</b>
<b>2025-26 (n=15)</b>	13%	N/A
<b>2024-25 (n=16)</b>	13%	43%

- We recognise the need to improve our representation of those of a Global Majority background within our workforce and reach our target of 40%, thus we are consistently reviewing where and how we advertise job roles that become available within our workforce.

#### **Strand 4: Embed inclusion in our professional programmes, audience and membership development**

<i>Healthcare Practitioners</i>	<b>Provides Access needs</b>
<b>2025-26 (n=26)</b>	21%

- We are working towards our target of 50% of those on our Health Practitioners Directory will be able to provide care for dancers with access needs.
- We continue to collect audience data across our activities and programmes to help understand our reach across the dance ecology beyond our membership.
- We are continually committed to better understanding barriers relating to EDI and healthcare inequities.

One Dance UK will continue to take all necessary actions to further our commitment to long-lasting change within our organisation and the dance ecology.