



Dance Artists North East CIC- Equality, Inclusion and Diversity Policy

1. Introduction

Dance Artists North East CIC is committed to fostering an inclusive and diverse environment where every individual feels valued, respected, and supported. We believe that diversity enriches our community, enhances creativity, and broadens perspectives. This policy outlines our commitment to inclusion and diversity in all aspects of our operations and activities.

2. Purpose

The purpose of this policy is to:

- Promote equality, inclusion and diversity within our organization and community.
- Ensure equal opportunities for all members, employees, volunteers, and participants.
- Create a supportive environment that encourages the expression and celebration of different cultures, perspectives, and identities.
- Address and eliminate any form of discrimination, harassment, or bias.

3. Scope

This policy applies to all members, employees, volunteers, contractors, and participants involved with Dance Artists North East CIC, including those attending our events, workshops, and other activities.

4. Commitment to Inclusion and Diversity

4.1 Respect and Dignity

- We treat all individuals with respect and dignity, valuing their unique contributions.
- We recognize and appreciate the diversity of our community, including but not limited to race, ethnicity, gender, sexual orientation, age, disability, religion, and socio-economic status.



4.2 Equal Opportunities

- We provide equal opportunities in recruitment, training, and development.
- We ensure that our programs, activities, and services are accessible to all, accommodating different needs and abilities.

4.3 Inclusive Culture

- We foster a culture where everyone feels welcomed and valued.
- We encourage open dialogue and the sharing of diverse perspectives.

4.4 Non-Discrimination

- We do not tolerate any form of discrimination, harassment, or bias.
- We have clear procedures for reporting and addressing any incidents of discrimination or harassment.

5. Implementation

5.1 Training and Awareness

- We provide training and resources to staff, volunteers, and members to promote understanding and awareness of inclusion and diversity issues.
- We regularly review and update our training programs to reflect best practices.

5.2 Inclusive Practices

- We implement inclusive practices in our recruitment, programming, and community engagement.
- We seek feedback from our community to continuously improve our inclusion and diversity efforts.

5.3 Accountability

- We have designated a Diversity and Inclusion Officer responsible for overseeing the implementation of this policy.
- We regularly monitor and report on our progress in promoting inclusion and diversity.

6. Reporting and Addressing Issues

6.1 Reporting

- We encourage individuals to report any concerns or incidents related to discrimination, harassment, or bias.
- Reports can be made to the Diversity and Inclusion Officer or any senior member of the organization.



6.2 Investigation

- All reports will be taken seriously and investigated promptly and impartially.
- We ensure confidentiality and protect individuals from retaliation.

6.3 Resolution

- Appropriate actions will be taken to address and resolve any issues, including disciplinary measures if necessary.
- We provide support to individuals affected by discrimination or harassment.

7. Review and Continuous Improvement

- We review this policy annually to ensure its effectiveness and relevance.
- We welcome feedback from our community to help us improve our inclusion and diversity efforts.

8. Approval

This policy was approved by the Board of Directors of Dance Artists North East CIC on 26/06/2024.

By fostering a culture of inclusion and diversity, Dance Artists North East CIC aims to create a vibrant, creative, and supportive community for all.

For any questions regarding this policy or to report a concern, please contact Aaron Markwell, Company Director - 07919 150882 / danceartistsnortheast@gmail.com

Approved by: Aaron Markwell

Effective Date: 26/06/2024

Dance Artists North East

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