

# LD DANCE SHAWBROOK

## Equality, Diversity and Inclusion Policy 2022

*LD Dance Shawbrook is dedicated to creating an inclusive environment, which promotes equality, values diversity and maintains a working, learning and professional environment in which the rights and dignity of all its team members and artists are respected. Our culture is one that promotes equality, diversity and inclusion to support our performance excellence, encourage creativity and empower dance expression.*

LD Dance Shawbrook's aim is to ensure that all our organisation's team members, board members and residency artists are given equal opportunity and that our organization is representative of all sections of society. We strive to ensure that everyone engaging with LD Dance Shawbrook will be respected and valued and able to give their best as a result.

This policy reinforces our commitment to providing equality and fairness to all involved in any aspect of LD Dance Shawbrook equally, regardless of gender, civil status, family status, sexual orientation, religious belief, age, disability, race or membership of the Traveller community or socio-economic background. We are opposed to all forms of unlawful and unfair discrimination.

All team members, part-time, full-time, or free-lance, will be treated fairly and with respect. When LD Dance Shawbrook selects candidates for employment, residencies, board or performing artists, they will provide equal status to each individual ensuring all information is reviewed with non-bias. A decision will be made on the basis of their aptitude and ability.

All team members and artists will be given help and encouragement to develop their full potential and utilise their unique talents. Therefore, the skills and resources of our organisation will be fully utilised and we will maximise the efficiency of our whole organisation.

### **LD Dance Shawbrook's commitment to equality and diversity**

LD Dance Shawbrook will formulate and implement policies and practices that value diversity, provide equality of opportunity and ensure that no team member, residency applicant or no person from the wider organization's community receives less favourable treatment on any grounds. We will also ensure that other policies and practices reflect our commitment to treating people fairly, promoting an integrated way of working and respecting the dignity of our community at all times.

*We will achieve this through:*

- Creating an environment where a positive value is placed on differences between people and all contributions recognised
- Create a working environment that promotes dignity and respect for every team member.
- Not tolerating any form of intimidation, bullying, or harassment, and to discipline those that breach this policy.
- Promoting equality in the workplace, which LD Dance Shawbrook believes is good management practice and is best in supporting our progression.
- Encourage all members to engage in EDI training and development opportunities
- To regularly review all our employment practices and procedures so that fairness is maintained at all times.
- Complete a bi-annual self-audit questionnaire to access areas of improvement, EDI Artist Engagement, EDI Audience Engagement
- Ensuring that everyone has equal chance and opportunity.

## **LD Dance Shawbrook's Engagement with Artists and Audiences**

We believe that a diverse and inclusive organisational environment, one in which everyone feels valued, will result in productive artistic expression. We want to provide all artists at LD Dance Shawbrook the opportunity to share their work, without any judgement and in front of a diverse audience that combines and represents local families, experienced dance audiences, people who are interested generally in the arts and from all walks of life.

Our goal is to reach diverse artists of all ages, race, gender and experience. Whether an emerging artist at the start of their career or well-known established artist with lots of experience under their belt we give everyone an equal opportunity to create in our space and develop as artists.

In 2022, LD Dance Shawbrook organisation together with the board will continuously assess our EDI strengths and areas for improvement in reference to the Arts Council Equality, Human Rights & Diversity Policy & Strategy to look at how we can be more inclusive and diverse in our opportunities for artists, within the scope of our resources.

### **2022 Key Actions:**

#### **Internal**

- As part of our EDI policy and commitment to improve our board diversity we will be inviting a new male board member.
- LD Dance Shawbrook is committed to equality, diversity and inclusion of all artists, staff and audience members. This commitment means continuous evaluation of our organizations policies, procedures and completion of self-audits.
- LD Dance Shawbrook shall actively seek feedback on the implementation and review of this policy from everyone engages with LD Dance Shawbrook and is impacted by this policy.
- The implementation of the policy shall be reviewed on a regular basis and the policy shall be updated on foot of this review or other legislative changes

#### **External**

- To further enhance our inclusion at all events, we aim to improve the accessibility to our forest stage by providing transportation for artists, audiences and volunteers with disabilities or restricted mobility.
- We respect individuals, value diversity and provide equal status to all applicants applying to our residency program ensuring all information is reviewed with non-bias.

## **Monitoring and Evaluating**

LD Dance Shawbrook will inform all employees that an equality and diversity policy is in operation and that they are obligated to comply with its requirements and promote fairness in the workplace. The policy will also be drawn to the attention of funding agencies, stakeholders, customers, learners, and job applicants.

LD Dance Shawbrook's equality and diversity policy is fully supported by all team and board members. Our policy will be monitored and reviewed annually to ensure that equality and diversity is continually.