

NORTHERN DANCE CENTRE
EQUALITY AND DIVERSITY POLICY

Northern Dance Centre is dedicated to encouraging a supportive and inclusive culture amongst the whole workforce. It is within our best interest to promote diversity and eliminate discrimination in the workplace.

Our aim is to ensure that all everyone is given equal opportunity and that our organisation is representative of all sections of society. Everyone 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 in our employment and not provide less favourable facilities or treatment on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, ethnic origin, colour, nationality, national origin, religion or belief, or sex and sexual orientation. We are opposed to all forms of unlawful and unfair discrimination.

Everyone will be treated fairly and with respect. When Northern Dance Centre selects teachers for employment, promotion, training, or any other benefit, it will be on the basis of their aptitude and ability.

Everyone will be given help and encouragement to develop their full potential and utilise their unique talents.

Northern Dance Centre Commitments:

- ✧ To create an environment in which individual differences and the contributions of everyone are recognised and valued
- ✧ To create a working environment that promotes dignity and respect for every employee
- ✧ To not tolerate any form of intimidation, bullying, or harassment, and to discipline those that breach this policy
- ✧ To make training, development, and progression opportunities available to everyone
- ✧ To promote equality
- ✧ To encourage anyone who feels they have been subject to discrimination to raise their concerns so we can apply corrective measures
- ✧ To encourage everyone to treat everyone with dignity and respect
- ✧ To review all our practices and procedures regularly so that fairness is maintained at all times

Northern Dance Centre will inform everyone that an equality and diversity policy is in operation and that they are obligated to comply with its requirements and promote fairness.

This policy will be monitored and reviewed annually to ensure that equality and diversity is continually promoted in the workplace.

Last reviewed 22/10/21