



Integr8 Dance

Equality & Diversity Policy

Policy Statement

This Equality and Diversity Policy supports and enhances Integr8 Dance's broad organisational values and is based on the fundamental principles outlined in the Equality Act 2010. Integr8 Dance values the diverse cultures, environments and communities of which it is a part. Integr8 believes people have the right to be treated fairly and equally and oppose discrimination in all its forms. Integr8 recognise, value and respect diversity, and understand the importance of creating a fair and just environment. Integr8 Dance does this by taking practical action where possible, and through their policies and procedures which are revised regularly.

Integr8 Dance opposes all types of individual, institutional and cultural discrimination and the negative impact this has on discriminated groups or individuals. Such discrimination includes: direct or indirect discrimination, discrimination by association or perception, lack of awareness, stereotyping, prejudice, victimisation, harassment, marginalisation, exclusion or oppression, discrimination arising from a disability where there is a failure to make reasonable adjustments.

Our commitment

In line with the Equality Act 2010, Integr8 is committed to ensuring that no individual or group of people is less favourably treated or denied opportunities because of their background, for example:

- race - ethnic or cultural origin
- religion, faith, belief or non-belief
- sex
- disability
- gender reassignment
- marital or civil partnership status
- sexuality
- age



- pregnancy and maternity
- nationality (or statelessness)
- caring responsibilities
- HIV status
- unrelated criminal conviction

Integr8 Dance demonstrates its commitment to these issues by adopting an Equality and Diversity Policy, which gives guidance on equality and diversity practices, service provision and the general work of the organisation. This policy is based on the Equality Act 2010 and its key principles are integrated into all policies and procedures in Integr8 Dance.

The Policy

This policy applies to management team, staff members and volunteers employed by or working for Integr8 Dance. In addition, Integr8 expects that consultants, partners and other organisations have their own policies and procedures that reflect similar principles to their own. This policy enables staff, volunteers and member organisations to act positively in relation to equality, diversity and inclusion, and eliminate and prevent all forms of discrimination.

Integr8 Dance recognises that Hampshire is socially and culturally diverse and believes its work is enriched by the different qualities and experience brought to the not-for-profit sector, their organisations and their work as trustees, employees and volunteers.

Staff

Staff should not discriminate against or harass a member of the public or any person or organisation in receipt or potentially in receipt of Integr8 Dance's goods or services. It is unlawful to fail to make reasonable adjustments to overcome barriers to using services caused by disability. The duty to make reasonable adjustments includes the removal, adaptation or alteration of physical features, if the physical features make it impossible or unreasonably difficult for disabled people to make use of services. In addition, service providers have an obligation to think ahead and address any barriers that may impede disabled people from accessing a service.



Employment, recruitment and selection

Integr8 Dance works to ensure equality of opportunity for all staff or applicants. This applies to all areas of employment, including:

- recruitment and selection (please see our employment and recruitment policy)
- training and development
- promotion
- conditions and benefits of service
- employment and equal pay procedures
- health and safety
- cessation of employment

Integr8 Dance endeavours to ensure that its published material is as accessible as possible to all and that no group is treated less favourably or denied opportunities because of their background.

Integr8 Dance LTD

Unit 12, Winnall Valley Rd, Winchester, SO230LD

Managing Director - Charlie Sapey

charlie@integr8dance.com

Office Manager - Natalie Foster

natalie@integr8dance.com

01962 808398

www.integr8dance.com