



Equality, Diversity, and Inclusion Policy

Introduction

Fundamentally Dance is committed to fostering, cultivating, and preserving a culture of diversity, equity, and inclusion. We understand that our shared success is dependent on the collective efforts of all our staff, volunteers, participants, and community partners. As such, we encourage applications and participation from individuals of all backgrounds, particularly those who may have been underrepresented in the arts sector due to disability, neurodiversity, gender identity, racial and ethnic heritage, or socioeconomic challenges.

Our Commitment

Fundamentally Dance believes in an inclusive environment that promotes and values diversity. Our organisation is committed to being representative of the many communities we serve and to celebrating the rich dimensions of diversity contained within each individual.

Policy Objectives

- Encouragement of Diversity and Inclusion: Actively encourage participation from disabled, D/deaf, neurodivergent, transgender artists, individuals from Black, Asian, and Ethnically Diverse backgrounds, and those from lower socioeconomic backgrounds.
- Kindness and Support: Provide consideration, kindness, and support to those who face barriers to participation and success in the arts.
- Role Models: Provide role models from diverse backgrounds to inspire the artists, partners and brands we work with and show the breadth of opportunity available in the arts.

Practices and Promises

1. **Anti-Discrimination:** Vigorously oppose all forms of discrimination and prejudice. Fundamentally Dance is dedicated to creating a working and performing environment free from bullying, harassment, victimisation, and unlawful discrimination.
2. **Inclusive Environment:** Ensure that our working, learning, and performing environments promote dignity and respect for all. We value individual differences and the contributions of all members of our community.
3. **Responsibility and Accountability:** Require all staff, volunteers, and participants to embrace this policy and reflect these values in their conduct and work. Parents and guardians are also expected to support these principles and can be held accountable for acts of bullying or discrimination of any kind directed towards any of the staff, participants or partners working as part of the courses.
4. **Handling Complaints:** Take seriously and act promptly on complaints of bullying, harassment, victimisation, and unlawful discrimination by staff, suppliers, participants, audience members, or any other individuals involved in our activities.

Monitoring and Review

- **Continuous Improvement:** Regularly review and monitor our practices and procedures to ensure fairness and effectiveness. Adjust policies to reflect changes in the law and best practices.
- **Annual Review:** This policy and its associated actions will be reviewed annually to ensure relevance and responsiveness to new challenges and opportunities for advancing equality, diversity, and inclusion.
- These policies are supported by organisational leaders and require the commitment of everyone involved to create an inclusive and respectful environment.

Policy Updated: November 2024
Policy to be reviewed: November 2025