



## **Equal Opportunities Policy**

*Mae fersiwn Cymraeg o'r polisi hwn gael ar gais*

*A Welsh version of this policy is available on request*

### **Statement of Intent**

NEW Dance is committed to providing, to the best of its ability, equality of access to its services and participation in its work for all members of the community who wish to be involved, without regard to people's racial and ethnic identity, religion or belief, gender and sexual orientation, disabilities or age, marriage and civil partnership and maternity and pregnancy. NEW Dance will monitor and review annually, the implementation of its equal opportunities policies, and is committed to working to correct any shortcomings identified through the Annual Review.

### **Equal Opportunities Objectives**

There are some particular factors affecting community diversity in North East Wales: for example, the loss of heavy industry; the strong sense of local identity in some communities (so that a provision of a service in a nearby locality will not be viewed as "local" and accessible); rural/urban diversity; Welsh and English language speaking communities; recent changes in ethnic diversity from the settlement of economic migrants and refugees.

These factors prompt NEW Dance to add two further objectives to its statement of intent:

- 1) As far as it is in its power to do so, NEW Dance will facilitate the participation of people on low incomes; we do not wish inability to pay to inhibit access to our programming.
- 2) NEW Dance aims to use its programme of teaching and performance to contribute to the promotion of good community relations and mutual respect between different social groups, by affirming the value of every person in the community.
- 3) NEW Dance will not tolerate discrimination on any grounds and operates an active equal opportunities policy. However, we cannot operate to stamp out discrimination unless we are made aware that it is happening

## **Application of NEW Dance's Equal Opportunities Policy and Objectives**

### **The provision of services**

NEW Dance recognises that it meets a number of distinct needs in its service programme:

- Providing opportunities to talented youngsters who may wish to consider a career in dance, to access professional standards of dance and dance training in Wales
- Promoting dancing as part of physical education in schools / teacher training
- Promoting dance as a health promotion or leisure activity
- Giving opportunities for those who want to appreciate and support dance performers, ranging from watching their family members perform to enjoying a professional dance performance

NEW Dance will make every effort within its available resources to provide equality of access to all of these services, for all members of the community who wish to be involved, without regard to racial and ethnic identity, gender and sexual orientation, disabilities, age or income. In its teaching and performance provision, NEW Dance aims to reflect the diverse communities of North East Wales, to promote respect for all the communities' values, and to discourage racism, sexism, and other social prejudices. Consideration will be given to the suitability of the time of the day that specific services are scheduled (e.g. carer and toddler classes, youth classes, adult classes).

### **The running of NEW Dance as a charitable company**

NEW Dance is committed to monitoring its compliance with all equal opportunities and non-discrimination legislation in its management and employment practices. This covers membership of the Board and equal opportunity employment practices (recruitment, pay, terms and conditions of employment, promotion opportunities, and discipline and dismissal practices).