



28 DANCE COMPANY EQUITY, DIVERSITY & INCLUSION POLICY 2024

EDI statement

28 Dance Company will not discriminate on the grounds of sex, race (including colour, ethnic or national origin), sexual orientation, disability, gender reassignment, religious or political belief.

Accessibility

All our rehearsals and events are held in venues that are accessible for current members and volunteers and we will reassess our access requirements to meet the needs of new members and volunteers. We encourage members and volunteers to tell us about any disabilities, impairments, or conditions (for example dyslexia or any physical, sensory or mental health condition) at the earliest opportunity so that support can be put in place.

Diversity, inclusions & respect

28 Dance Company's current cohort is made up of a diverse range of young people from widely varied backgrounds, which encourages an openness to new ideas and concepts and requires members to be respectful of cultural diversity.

Our emphasis on individual expression and creativity that runs through the core of our development programme, combined with our commitment to expanding access to dance and drama, is contributing to improving the diversity of voices in the arena.

We are committed to recruiting and developing the most talented young artists regardless of ethnicity, gender, disability, age, sexual orientation, or religion. Applicants to 28 Dance Company are chosen solely based on their talent and potential to develop the skills required for their chosen profession.

Promoting equality and encouraging diversity in our members and volunteers is at the heart of the values of 28 Dance Company and brings an enormous strength to what we do in providing dance and drama development at the highest level. We are committed to ensuring that all our members and volunteers achieve their full potential.

Dealing with discrimination and harassment

If any member or volunteer feels they have been discriminated against by 28 Dance Company or harassed at a 28 Dance Company event they should raise this with the committee.

The committee will investigate the complaint, listening to all members involved. (If the complaint is against a committee member, that member will not be part of conducting the investigation).

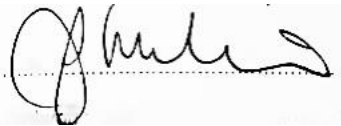
If the complaint is against a particular individual, this person will have the opportunity to express their point of view, accompanied by a friend. The person making the complaint will also have this opportunity.

If the complaint is against 28 Dance Company as a whole, the Committee must work to ensure that such discrimination is not repeated in the future and must inform the members of how they propose to do this.

28 Dance Company will support people who feel they have been harassed or discriminated against and will not victimise or treat them less well because they have raised this.

A handwritten signature in black ink, appearing to read 'Sophia Melvin', written in a cursive style.

Sophia Melvin, 28 Dance Company Creative Director, chair and treasurer

A handwritten signature in black ink, appearing to read 'Fiona Dear', written in a cursive style.

Fiona Dear, 28 Dance Company Safeguarding Lead and secretary