



Equality, Diversity and Inclusion Policy

Dance Co-operative Birmingham CIC

Dance Co-operative Birmingham (DCB) is committed to encouraging equality, diversity and inclusion among our workforce, project participants and beneficiaries and eliminating unlawful discrimination. Throughout this policy, terms such as 'staff', 'workers', 'employees' include both paid and volunteer workers.

DCB will work to ensure that all of our team members and those whom we have contact with, including but not limited to, partner organisations, suppliers, project participants and beneficiaries, have a right to be treated with dignity and respect and to benefit from equality of opportunity in respect of employment and service delivery.

The aim is for our activities to be truly representative of all sections of society, and for each team member to feel respected and able to give of their best.

The organisation - in providing goods and/or services and/or facilities - is also committed to eliminating unlawful discrimination.

This policy's purpose is to:

- **not unlawfully discriminate on the basis of the Equality Act 2010, which protects characteristics** of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex and sexual orientation.
- provide equality, fairness and respect for all who are employed by and/or paid for their services on a freelance basis by DCB and all who participate in and benefit from our work.
- oppose and avoid all forms of unlawful discrimination. This applies in respect to; pay and benefits, terms and conditions of employment, dealing with grievances and discipline, dismissal, selection for employment/work paid for on a freelance basis, promotion, training or other developmental opportunities.

The organisation commits to:

- Encouraging equality, diversity and inclusion in the workplace.

- Creating a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all team members are recognised and valued.

This commitment includes training managers and all other employees about their rights and responsibilities under the equality, diversity and inclusion policy. Responsibilities include staff conducting themselves to help the organisation provide equal opportunities in employment and prevent bullying, harassment, victimisation and unlawful discrimination.

- Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by anyone in the course of the organisation's work activities, informing the relevant organisations for support and guidance as appropriate and the relevant organisations if further action is needed.

Further, sexual harassment may amount to both an employment rights matter and a criminal matter, such as in sexual assault allegations. In addition, harassment under the Protection from Harassment Act 1997 – which is not limited to circumstances where harassment relates to a protected characteristic – is a criminal offence.

- Make opportunities for training, development and progress available to all team members, who will be helped and encouraged to develop their full potential, so that their talents and resources can be fully utilised to maximise the efficiency and effectiveness of the organisation.
- Review practices and procedures when necessary to ensure fairness, update these annually or as indicated at the end of the policy or more often to update the policy to take account of changes in the law.
- Monitor the make-up of the team and participants in regards to age, sex, ethnic background, sexual orientation, caring responsibilities, gender reassignment and disability for the purpose of encouraging equality, diversity and inclusion within the organisation and ensuring the organisation meets the aims and commitments set out in the equality, diversity and inclusion policy.
- Monitoring will also include assessing how the equality, diversity and inclusion policy, and any supporting action plan, are working in practice, reviewing them annually, and considering and taking action to address any issues.

The equality, diversity and inclusion policy is fully supported by the DCB directors.

Details of the organisation's grievance and disciplinary policies and procedures with respect to equality, diversity and inclusion' can be found in the Welcome Pack for new members. This includes with whom an employee or contracted freelancer should raise a grievance – usually their line manager, project leader or one of the Co-Directors.

Use of the organisation's grievance and/or disciplinary procedures does not affect an employee's/contractors right to make a claim to an employment tribunal or relevant union within three months of the alleged discrimination.

Updated: 09/05/25

Next review date: 09/05/26