



## **Language of Dance Trust Equality and Diversity Policy**

Language of Dance Trust recognises and values people's differences and will assist them to use their talents to reach their full potential.

This policy is designed to ensure that the Language of Dance Trust complies with its obligations under equality legislation and demonstrates our commitment to treating people equally and fairly.

The policy applies to recruiting and training employees, our board of trustees and our service users.

The Language of Dance Trust is wholeheartedly committed to the principle of Equal Opportunity.

Language of Dance Trust is unreservedly opposed to any form of discrimination on the grounds of age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

The Language of Dance Trust accepts that, in society, groups or individuals may be disadvantaged or discriminated against on the grounds of race, disabilities, age, sex or sexual identity. The Language of Dance Trust accepts that it is morally wrong to hinder equality of opportunity on these grounds.

In addition to its social responsibility, The Language of Dance Trust recognises the statutory requirements laid down in the Race Relations Act, the Sex Discrimination Act, the Disabled (Employment) Acts of 1944 and 1958 and the Disability & Discrimination Act 1995. It accepts and wishes to comply with the recommendations set out in the 1984 Commission for Racial Equality Code of Practice and the Code of Good Practice on the Employment of Disabled People, Employment Equality (Sexual Orientation) Regulations 2003, the Employment Equality (Religion or Belief) Regulations 2003, the Employment Rights Act 1996 and the Employment Equality (Age) Regulations 2006

The Language of Dance Trust accepts the need to challenge the notion that equal treatment is simply, and literally, a matter of treating everyone the same: that equal treatment is the same treatment.

Additional steps may often be required to ensure equally appropriate treatment in relation to need.

Language of Dance Trust believes everyone can dance and should have the right to.

**This policy will be reviewed annually by the Projects Director.**

**Next review July 2021.**