



Equality and Diversity Policy

Dance Free in Nature

Dance Free Community Interest Company (CIC) strives to create a safe and welcoming atmosphere for everyone.

Aims

We want to challenge all forms of oppression including those based on race, ethnicity, nationality, creed, gender, sex, class, sexuality, gender reassignment, learning ability, physical impairment, mental illness, HIV status, age, occupation, income, wealth and unrelated criminal conviction.

We aim to design our activities, services and decision making processes specifically to encourage and support participation from people who face disadvantage in society, including women, BME people, disabled people, LGBTQ people, and people on low incomes.

Dance Free CIC recognizes that where direct or indirect discrimination occurs within the group, it is both morally and legally unacceptable.

The purpose of the Equality and Diversity Policy is to set out clearly and fully the positive action that Dance Free intends to take to combat direct and indirect discrimination in the organisation, in the services it provides and in its relationships with other bodies.

In adopting this Equality and Diversity Policy, Dance Free is also making an unequivocal commitment to implementing it, so as to ensure that equal opportunity becomes a reality.

Code of Practice

Dance Free provides movement meditation experiences in multiple venues, including outdoors. The CIC will take action to ensure that all activities and events are open and welcoming to everybody who wishes to take part. This includes people with physical disabilities.

We aim to provide information about each activity in multiple languages where appropriate.

Employees and volunteers of Dance Free will have the Equality and Diversity Policy explained to them, and will undertake to comply with and implement this policy.

Participants who have experienced discrimination can make complaints on site to the Facilitator or to the Director at e mail: we.dance.free@gmail.com

Code of Conduct

People will be treated with dignity and respect regardless of race, nationality, gender, sexual orientation, gender reassignment, disability and/or age.

At all times people's feelings will be valued and respected. Language or humour that people find offensive will not be used, e.g. sexist or racist jokes or terminology which is derogatory to someone with a disability.

No one will be harassed, abused or intimidated on the ground of his or her race, nationality, gender, sexual orientation, gender reassignment, disability or age. Incidents of harassment will be taken seriously.

Dealing With Complaints

The Director of Dance free will take complaints of discrimination and harassment very seriously.

He / She will investigate them thoroughly, and provide opportunities for the person making the complaint to speak in a safe environment about their experience.

A separate Dance Free Complaints Policy document will be made available to all participants.

Review

The policy will be reviewed every two years.