



# EQUALITY, DIVERSITY AND INCLUSION POLICY

AWA DANCE  
ADVANCING WOMEN'S  
ASPIRATIONS WITH DANCE  
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REGISTERED CHARITY 1188235

# EQUALITY, DIVERSITY AND INCLUSION POLICY

## WHAT IS THE COMMITMENT OF AWA DANCE?

AWA DANCE values the diversity of its community because it believes this enriches artistic development, employment, volunteering, research, studying and learning experiences.

AWA DANCE is committed to a policy of equality of opportunity and aims to provide a working, learning and social environment that is free from unfair discrimination. The charity aims to ensure that staff, students, visitors and all others associated with the organisation are treated with dignity, respect, and equity, regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation (identified under the Equality Act 2010 as 'protected characteristics') and other identities.

<https://www.gov.uk/guidance/equality-act-2010-guidance>

In addition, AWA DANCE will comply with all relevant legislation and aims to promote good practice in all aspects of the charity.

## WHAT IS THE RESPONSIBILITY OF AWA DANCE?

Avatâra Ayuso, Director of AWA DANCE and the Board of Trustees have the responsibility for developing policy, monitoring implementation and reviewing effectiveness.

In line with its value of 'Community', AWA DANCE recognises that all its team members, artistic practitioners, dancers, students, visitors and others associated with AWA DANCE have a responsibility to ensure that their actions comply with both the requirements and the spirit of the policy.

Our definitions of Equality, Diversity and Inclusion

**Equality:** we ensure that everyone is treated fairly and with dignity and respect. This means challenging discrimination and removing barriers, so that both team members and participants have the opportunity to achieve their desired outcomes.

**Diversity:** we recognise the benefits of different values, abilities, and perspectives. We believe in celebrating people's differences to promote an environment that welcomes and values diverse backgrounds, thinking, skills and experience.

**Inclusion:** we aim to provide a space where everyone has equal access to opportunities and resources, and where everyone feels valued and accepted. Everyone should be able to contribute and have a voice. This may mean making reasonable adjustments to facilitate participation.

AWA DANCE is a learning organisation which is committed to training, evaluation, and individual and group reflection.