**Equality, Diversity, Inclusion and Representation Policy: July 2023**

**Rendez-Vous dance Ltd Equality, Diversity, Inclusion and Representation Statement:**

Rendez-Vous dance Ltd champions diversity, equality, inclusion and representation. It is embedded in the heart of our thinking and we are committed to promoting these values through all activity undertaken by the company.

**Equality, Diversity, Inclusion and Representation policy in action:**

Rendez-Vous dance Ltd embeds equality, diversity, inclusion and representation into our work by presenting opportunities for LGBTQIA+ artists, audiences and the public to engage in and create arts activity.

This activity reflects a wide a range of styles, cultures and lived experiences in order to attract, represent and celebrate as broad an audience as possible; by providing inclusive participation projects for all sectors of our community; by developing and providing services that are designed for the needs of the communities that we serve and by ensuring that decision making about our workforce and Board of Directors is based on skills, abilities, potential and experience.

Equality, diversity, inclusion and representation for Rendez-Vous dance Ltd is recognising that all individuals are different and should be treated fairly and equally in accordance with their needs.

During project/events production, evaluation and recruitment processes we monitor data that considers: race, ethnicity, gender, sex, sexual orientation, disability, religion, faith, age, work and the socio-economic to ensure that no person is discriminated against or disadvantaged for their circumstances, identity and beliefs.

All those who are employed/contracted by Rendez-Vous dance Ltd, and our volunteers, are trained on equality, diversity, inclusion and representation from the use of language and pronouns to facilities’ policies such as gender neutral and toilet policies. This ensures the company’s policy is articulated and implemented by all those who work/engage with us.

Our commitment to access and inclusion is supported by the facilities and venues we use to host our programme of activities.

Rendez-Vous dance Ltd’s Equality, Diversity, Inclusion and Representation Policy will be reviewed annually by the Board of Directors, advised on implementation by the Executive Producer.

**Policy References:**

Rendez-Vous dance Ltd’s Equality, Diversity, Inclusion and Representation policy is presented with reference to The Equality Act 2010 and its protected characteristics, the rights and freedoms of the Human Rights Act 1998 and Arts Council England’s commitment to embedding diversity in the arts, the ‘Creative Case for Diversity’.