



**The Place
(Contemporary Dance Trust)**

Equal Opportunities Policy Statement

- 1 The Place (Contemporary Dance Trust) is committed to providing equality, fairness and respect for all in our employment, whether part-time or full-time.
- 2 The Place aims to ensure that no potential or actual employee, receives more or less favourable treatment on the grounds of sex, race or ethnicity, religion or belief, marriage or civil partnership, sexual orientation, disability, gender reassignment, pregnancy or maternity, or age.
- 3 The Place will provide 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 staff are recognised and valued
- 4 Selection criteria and procedures for staffing decisions are made based on relevant merits and abilities alone.
- 5 All staff should understand they, as well as The Place, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their employment, against fellow employees, customers, suppliers and the public
- 6 The Place acknowledges that specific responsibilities fall upon management and will provide appropriate training to meet these standards. To ensure this policy is consistently applied, departmental responsibilities have been assigned to Departmental Directors who will monitor the operation of the policy for their teams and areas of work.
- 7 The Place takes any complaints of bullying, harassment, victimisation and unlawful discrimination by employees, customers, suppliers or the public seriously and will investigate these via the complaints procedure and then through specific bullying and harassment policies and/or the discipline and grievance policy.
- 8 The Place has a system in place to regularly review employment practices and procedures to ensure fairness, and update them and the policy to take account of changes in the law
- 9 The Place will monitor the make-up of the workforce and applicants to get an accurate picture of its make up in terms of equality and diversity and set targets within its Equality Action plan to address any areas of concern. The Place is required to submit this information anonymously to Arts Council England and the Higher Education Statistical Agency on a yearly basis.

THE PLACE

DANCING FOR LIFE

- 10 The Board of Governors and Directors of The Place are committed to making this policy properly effective and will monitor any complaints received relating to these matters on a regular basis.

November 2018