

DANCE ACTION ZONE LEEDS (DAZL) EQUAL OPPORTUNITIES POLICY

Dance Action Zone Leeds (DAZL) is committed to creating a stimulating and supportive environment based on mutual respect and trust. Dance Action Zone Leeds (DAZL) promotes equality of opportunity, challenges discrimination and celebrates and values diversity within the community. Our aim is to provide an environment from which all staff and volunteers, children and young people can benefit.

The aim of our policy is to ensure that no individual is treated less favourably than another on the grounds of their:

- Gender
- Race
- Colour
- Nationality
- Religious beliefs
- Ethnic origin
- Disability
- Age
- Sexual orientation

Dance Action Zone Leeds (DAZL) recognises and welcomes its responsibilities under the relevant legislation and codes of practice and seeks to fulfil its commitments by recognising the abilities and needs of every individual. Dance Action Zone Leeds (DAZL) acknowledges its role within the community and champions social inclusion.

Dance Action Zone Leeds (DAZL) will:

- Communicate its commitment to equality and diversity to all its members and participants
- Work to integrate considerations of equality into all activities
- Inform all staff and participants of their responsibilities in promoting and maintaining equality, and where appropriate, equip them to welcome diversity and respect the rights and contributions of others
- Develop mechanisms for monitoring, evaluation and review
- Communicate and consult with interested groups and individuals (both internal and external to Dance Action Zone Leeds)
- Ensure that Dance Action Zone Leeds (DAZL) commitment to equal opportunities is made explicit in contacts and partnerships with outside organisations
- Develop and monitor codes of practice on equality relating to different activities
- Ensure that an appropriate infrastructure and sufficient resources are made available to support and implement the Policy
- All children have equal access to all activities
- Diverse and positive images of people are provided through resources used, and staff employed