Equity and Inclusion

Updates: New Introductory framework, revised policy statement.	
Previous Update	Nov 2018
Current Update	Feb 2024
Next Update	May 2027
Review Cycle	3 years
Lead Contact	Laura Naldrett, Head of HR
Approval by	EDA Committee

Equity and Inclusion

The Place is committed to putting equity, diversity and inclusion at the core of our work. We believe dance can enhance lives and continually work to increase opportunities and remove barriers to watching and participating in dance across local and rural communities, cities and regions; and far beyond the borders of the UK.

We recognise the power of the arts and education to inspire and imagine a positive future where barriers to participation are removed. We seek to work in partnership within the dance, arts and higher education sectors in the UK and within our local area of Camden to further our ambitions and impact.

Our Commitment

Our Governors and our staff are committed to this vision in their daily work, driven by the challenges we have set ourselves and those held by all our stakeholders – the communities of artists, learners and audiences we serve, and those who fund and support our work.

Our ambition is that our workforce, student body, audiences and programme will represent the diversity of London, but we are not there yet. Both structural inequalities and our own mistakes have contributed to this lack of representation and made people feel unwelcome or excluded. The work we need to do to bring about real and lasting equity in our work and more widely in dance, culture and society will be an ongoing process and we will continue to listen, learn and further our commitments and actions as we strive to do even better.

Definitions

The concept of **Equity** states that individuals should be provided with the resources they need to have access to the same opportunities as the general population. It acknowledges that some groups and individuals require more or less resources in order to access the same opportunities as other people and groups.

Equality is about ensuring that every individual has an equal opportunity to make the most of their lives and talents and believing that no one should have poorer life chances because of where, what or whom they were born, or because of other characteristics. So, practising **equality of opportunity** can sometimes mean treating people differently in order to treat them fairly.

Diversity recognises, values, and celebrates the differences between people or communities. These can be visible and non-visible differences. Our differences may mean we have different cultures, needs, wants, and ways of doing things.

Inclusion means actively considering the diversity of individuals and groups to understand their needs and changing the way we do things where necessary in order to ensure that each member of our community is included and feels valued.

An **inclusive culture** is one in which everyone feels that they belong through feeling safe in being themselves, that their contribution matters, policies and practices are fair and diverse range of people are supported to work together effectively.

Further definitions are contained in The Place's internal glossary of terms which is updated regularly to include the current terminology used in equity and inclusion.

Equity and Inclusion Principles

1 The Place is committed to providing, equity, and respect for all in our activities and creating an inclusive environment for all.

2 The Place will ensure that mechanisms are in place to promote equality of opportunity and will ensure that no one engaging or seeking to engage with our work, 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 in line with the Equality Act of 2010.

3 The Place recognises the concept of intersectionality as defined by Kimberle Williams Crenshaw (1989) *"Intersectionality is a metaphor for understanding the ways that multiple forms of inequality or disadvantage sometimes compound themselves and create obstacles that often are not understood among conventional ways of thinking."* We acknowledge that a one size fits all approach will not adequately address these complex issues and will consider the power dynamics in play when shaping our work in this area.

4 All members of The Place community share and embrace the responsibility for upholding the values of equity, diversity and inclusion in their work and day to day interactions with others.

5 The Place will ensure our work reflects the global and evolving breadth of dance as a contemporary art form.

6 The Place has an Equality and Diversity action plan to ensure that equity, diversity, and inclusion initiatives are implemented and monitored at strategic, organisational and departmental levels.

7 The Place will ensure that staff, students and artists have access to relevant training and guidance to equip them to uphold these values and create an inclusive culture.

8 The Place takes any complaints of bullying, harassment, victimisation and discrimination seriously and has created the Prevention of Bullying, Harassment and Sexual Misconduct Policy as a framework for dealing with issues that arise.

9 The Place collects monitoring data from staff, students, participants, and artists to get an accurate picture of its demographics. An option to return a blank monitoring form will always be given should individuals not wish to share their monitoring information.

The Place annually submits this anonymised information to Arts Council England and the Higher Education Statistical Agency annually. Summary demographic reports are submitted regularly to the Board of Governors and Equality Diversity and Inclusion Committee. The Place does not agree with the practice of aggregating monitoring data and where possible will present disaggregated data in its reporting and advocate this approach to other organisations.

Appendix 1

Relevant Committees

Equality, Diversity and Inclusion Committee

The Equality, Diversity and Inclusion Committee meets 3 times a year and is made up of staff, freelancers and students. It is co-chaired by 2 Governors and reports directly to The Place's Board of Governors. It oversees the organisation's Equality and Diversity Action plan and reviews any policies relating to equity, equality, diversity and inclusion. It also receives reports on the Access and Participation Plan for LCDS, workforce, artist and audience data.

Equality Action Group

This group meets monthly and is made up of permanent staff who make up the EDI Committee. This is the forum where topics are reviewed and flagged for discussion at the main EDI Committee meetings. Members of this group will work with students, casual staff and freelance members of the EDI committee to ensure any issues they would like to raise are put through the proper channels. They will also act as an expert resource for inclusive language and source appropriate training for staff and students.

Student Voice Committee

The Student Voice Committee meets once a term and consists of student representatives from all cohorts both UG and PG as well as senior staff. It is chaired by a student representative. Students bring any issues or questions that they have both about curriculum and other aspects affecting LCDS. There isa section in the committee that focuses on aspects of EDI that the students wish to bring.

All Staff Meetings

The Place holds All Staff Meetings for salaried staff every two months to keep them abreast of what is happening in the organisation. The agenda is flexible and EDI projects are presented in this forum.

Appendix 2

Relevant Documents

The Place has produced a number of policies and plans in the arena of Equity, Equality, Diversity and Inclusion.

Prevention of Bullying, Harassment and Sexual Misconduct

This policy details how we will deal with any complaints raised relating to the areas of bullying, harassment and sexual misconduct and is an essential part of how we create and maintain and inclusive and welcoming culture at The Place. This policy covers all members of The Place community and feeds into student and staff complaints and disciplinary processes.

Equality and Diversity Action Plan

We use this plan to guide the work of the organisation with regards to equality, diversity and inclusion. This is monitored by the Equality, Diversity and Inclusion Committee and the Board of Governors. This plan allows us to show progress and hold ourselves accountable to the milestones we are working towards. Previously we were required to present this document to ACE but going forward, reporting will be done through the Investment Principles (See below).

Access and Participation Plan (APP)

This is a document that primarily focuses on the work of LCDS to widen participation on the undergraduate programmes. All Higher Education providers are required to have an APP by the Office for Students (OfS) and we report on the targets set within it. If we fail to meet the standards set by OfS, this can affect our funding.

Safeguarding Policies and Procedures

This set of policies and procedures sets our approach to Safeguarding both young people and adults. Our approach to Safeguarding is informed by our commitment to equity and diversity. We recognise the harm that racism and other forms of prejudice and discrimination can cause to individuals and groups and the intersection of this with safeguarding.

Prevent Policy

All Higher Education providers are subject to the Prevent Duty to ensure individuals in our community are safeguarded from being drawn into terrorism. This policy sets out our approach and understanding of the Prevent Duty in order to ensure that the risks of staff and students being radicalised are minimised, whilst at the same time balancing duties to freedom of speech and academic freedom within the law and promoting equality, diversity and inclusion.

Freedom of Speech Policy

This policy details our commitment to Freedom of Speech and the steps we take to safeguard this and to manage meetings and events on our premises outside of our normal artistic, academic or administrative business where speakers are invited. This policy applies to staff, students and external visitors to The Place.

Freedom of speech and expression are core to The Place's values. We believe that an atmosphere of tolerance is essential to enable open discussion and debate of a wide variety of ideas, some of which may be controversial.

Academic Freedom Policy

This policy applies to all academic staff at LCDS, including guest and visiting lecturers, who are engaged in research or in teaching.

This sets out how LCDS will maintain the academic freedom of staff. This includes freedom of teaching and discussion, freedom in carrying out research and disseminating and publishing the results, freedom from institutional censorship and freedom to participate in
professional or representative academic bodies

ACE Investment Principles and Reporting

As part of the Arts Council England Let's Create strategy 2020-2030, ACE has set out four investment principles which should underpin the work of all national portfolio organisations they are funding. The principles are Dynamism, Ambition & Quality, Inclusivity & Relevance and Environmental Responsibility. The Inclusivity & Relevance principle underpins much of the organisation's work on equality and diversity with a focus on central services and public programmes. Progress is reported quarterly to the Board of Governors and ACE via the reporting spreadsheet rather than submitting the full Equality and Diversity Action Plan.

Equity and Inclusion Principles

This document details the underpinning principles of equity and inclusion and The Place's commitment to them across all its activities.

Studio Code of Conduct

The Public Programmes and HR team have created this document to support artists, companies and producers to communicate effectively about how they want to work together. It details the expectations we have of company members working on shows that The Place is producing, to help us promote a positive, empowering, and safe environment for all. This policy applies to freelance, casual and permanent staff working on The Place's productions.

LCDS Code of Conduct

The Code of Conduct supports the learning culture at London Contemporary Dance School to ensure all students can gain greatest benefit from their courses, and that all students and staff feel confident and comfortable in the building. The guidelines help maintain a positive, healthy and professional working environment for students, staff and collaborators.

Health, Well-Being and Support for Studies policy

Health and Wellbeing is important to how students experience study and university life. London Contemporary Dance School aims to provide a supportive, inclusive and safe learning environment. It provides support services, adjustments and procedures to help

students to succeed. We encourage students to seek out support and communicate with staff at the earliest opportunity. We provide student-centred support respecting students' diversity, individuality, dignity and their right to confidentiality and helping students make informed decisions about health, wellbeing and study.

The Health, Wellbeing and Support for Study policy and procedure encompasses students studying at London Contemporary Dance School full-time, part-time and via distance learning, on under- and postgraduate courses and sets out how to address concerns about students' health and wellbeing.

Feb 2024