

Anti-discrimination Policy

Body Politic



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Body Politic is committed to eliminating discrimination whether by reason of gender, sexual orientation, race, nationality, ethnic origin, religion, ability or other. Beyond this, Body Politic actively promotes equality and diversity in every aspect of the organisation. Body Politic takes measures to ensure people from marginalised or vulnerable groups are included and ensure the studio is a safe space for everyone.

What is discrimination?

Discrimination is the act of making distinctions between people based on groups, classes or other categories to which they are perceived to belong. Discrimination on any of the following grounds is unlawful:

- Age
- Race, including racial group, colour, ethnic and national origins
- Gender, sex, or gender reassignment
- Pregnancy, or maternity
- Marriage or civil partnerships
- Disability
- Sexual orientation
- Religion or belief

There are four main kinds of discrimination which are all unacceptable to the studio:

1. **Direct discrimination** - where a person is treated less favourable on the basis of a ground which is unlawful
2. **Indirect discrimination** - where there's a practice, policy or rule which applies to everyone in the same way but results in inequality for some people
3. **Victimisation** - where someone is treated less favourably than others because they have taken action in respect of discrimination or unlawful grounds
4. **Harassment** - when unwanted conduct related to any unlawful grounds takes place with the purpose or effect of creating an intimidating, hostile, degrading, humiliating, or offensive environment for any person. This is not limited to physical acts and may include verbal and non-verbal communications and gestures

For more information, please read the government guidance on discrimination [here](#)*.

Commitments of Staff

Although most are freelance, for the purpose of this policy, all teachers, managers, assistants, or other people occupying the studio in a professional capacity, representing Body Politic, will be referred to as “staff”.

Body Politic understands that dance studios can feel intimidating for some people, and it is essential that all staff members make sure that anyone joining classes feels safe and welcome.

All staff are required to sign a contract with the studio before teaching/working. This contract will state that they must comply with the anti-discrimination, safeguarding and anti-bullying policies. Every staff member will ensure they do not favour or disfavour any individuals, due to reasons set out in the section “What is Discrimination?”

Body Politic’s Commitments

Body Politic is committed to anti-discrimination, and inclusion. Therefore, the studio and its managers commit to:

- Create an environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all
- Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by staff members, customers, suppliers, visitors, the public and any others regarding the services offered by Body Politic
- Make reasonable adjustments for staff and members with a disability
- Never pay staff different fees for the same role, and ensure benefits are kept consistent for all staff
- Never dismiss someone for making an allegation of discrimination, or without justifiable cause
- Ensure terms and conditions of all staff members is fair and reasonable
- Deal with grievances and discipline in the appropriate way, *please see the Code of Conduct for full procedures*
- Ensure the selection for employment, promotion, training or other developmental opportunities is fair, and takes into account any changes in the law
- Use inclusive language and imagery in all communications, promotional materials, and class content to avoid reinforcing stereotypes or excluding any particular group
- Annually reviewing and updating the anti-discrimination policy to ensure its effectiveness and relevance in addressing evolving issues and concerns

Body Politic is committed to improving diversity within staff members and encourages those from marginalised groups to apply to work at the studio.

What to do if you are being discriminated against

If you are being discriminated against directly or indirectly, or you are being victimised or harassed this is a serious issue and must be addressed immediately.

You can raise this directly to the person discriminating or to Emma-Jane Greig at Body Politic. You can contact her directly via mobile, email or arrange to meet in person. If this is not appropriate (as Emma-Jane is involved), you can contact Rajpal Pardesil via mobile, email, or arrange to meet in person. He will help to mediate the situation.

Contact details for both are listed below.

If things cannot be sorted out internally, you can speak to Citizens Advice** and read the government advice about discrimination***.

Contact details and more information

Emma-Jane Greig's contact details are:
Email address: emj@bodypoliticdance.com

Rajpal Pardesi's (Chair) contact details
are:
Email - artsrajuk@gmail.com

This document will be given to every staff member, and made available on the Body Politic Website.

This document was last reviewed on: 24/6/2024 by Emma-Jane Greig, Artistic Director & CEO

If you have any comments or would like to speak to us regarding this policy please email info@bodypoliticdance.com

Links:

* <https://www.gov.uk/discrimination-your-rights>

** <https://www.citizensadvice.org.uk/law-and-courts/discrimination/>

*** <https://www.gov.uk/employer-preventing-discrimination>