

INBYB Equality and Diversity Policy

Irish National Youth Ballet is dedicated to encouraging a supportive and inclusive culture amongst all members of INBYB. It is within our best interest to promote diversity and eliminate discrimination within the company.

Our aim is to ensure that all members of INBYB, dancers, teachers and volunteers are given equal opportunity and that INBYB is represented of all sections of society. Each member will be respected and valued and able to give their best as a result.

This policy reinforces our commitment to providing equality and fairness to all our members and not provide less favourable treatment on the grounds of age, race, ethnic origin, colour, nationality, sexuality, religion or belief. We are opposed to all forms of unlawful and unfair discrimination.

All members of INBYB will be treated with fairness and respect. They will be given help and encouragement to reach their full potential and utilise their unique talent. Therefore, the skills and resources of INBYB will be fully utilised and we will maximise the efficiency of the company.

Irish National Youth Ballet commitments:

- To create an environment in which individual differences and the contributions of all members are recognised and valued.
- To create a working environment that promotes dignity and respect for everyone.
- To not tolerate any form of intimidation, bullying or harassment and to discipline those who breach this policy.
- To make training, development and progression opportunities available to everyone.
- To promote equality in the company, which Irish National Youth Ballet believes is good management practice and good business sense.
- To encourage anyone who feels they have been subject to discrimination to raise their concerns so we can apply corrective measures.
- To encourage all members to treat others with respect and dignity.
- To regularly review our practices and procedures so that fairness is always maintained.

Irish National Youth Ballet's equality and diversity policy is fully supported by the Artistic Director and the Board of Trustees.

Our policy will be monitored and reviewed annually to ensure that equality and diversity is continually promoted in the company.