



Policy Name	Equality, Diversity and Inclusion Policy		
Level of Approval	Board of Trustees		
Date Approved	25/4/25	Date implemented	25/4/25

Version Number	Completed by	Date
1	Ithalia Forel	21/04/21
2	Penny Caffrey	01/04/25
3		
Date of Next Review (3 years)		April 2028

Movema is committed to championing equality, diversity, and inclusion across our workforce and programmes, and to actively challenging discrimination in all its forms.

We strive to ensure that our organisation reflects the rich diversity of the communities we serve. Our goal is for everyone engaging with Movema, whether as staff, artists, participants, or partners, to feel valued, respected, and empowered to thrive.

THE POLICY PURPOSE IS TO:

- Promote equality, fairness, and respect for all in our employment practices, regardless of whether roles are temporary, part-time, full-time, paid, or voluntary.
- Ensure equity, access, and inclusion for all participants, communities, and partners.
- Comply fully with the Equality Act 2010 by protection against direct and indirect discrimination based on protected characteristics: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, ethnicity, religion or belief, sex, gender, or sexual orientation.
- Actively oppose and prevent all forms of direct and indirect discrimination. This includes, but is not limited to, discrimination in pay and benefits, terms and conditions of employment, grievance and disciplinary procedures, dismissal, redundancy, parental leave, flexible working requests, and opportunities for employment, promotion, training, and professional development.

PRINCIPLES

- Movema believes that everyone has the right to work, engage in business, and participate in social activities in an environment free from discrimination and harassment.
- We are committed to being an inclusive and accessible organisation, which stays up to date with legislation, policy developments, research, ongoing discussions, and models of best practice.
- Movema maintains a fair pricing policy to ensure access and affordability.
- Our ethos is that dance should be accessible to all—regardless of background, ability, or lived experience.
- Our programmes are designed with care and consideration for the diverse needs of all individuals.



- The charity adopts evidence-based models of good practice, keeps pace with developments in equality, health and safety, safeguarding, diversity, disability, and access, and regularly reviews its policies to reflect current standards and expectations.

Our Team

All staff working with Movema on our projects and programmes are selected based on their suitability for the role. Delivery staff are chosen for their artistic excellence and inclusive creative practices, ensuring our work is accessible and welcoming to all.

Across the organisation, we actively seek representation that reflects ‘Our People’ — communities that have historically had limited access to the arts. This includes, but is not limited to: women and girls, people of the Global Majority, individuals from low-socioeconomic backgrounds, and refugees and asylum seekers.

We operate from a place of understanding, grounded in lived experience of racism, discrimination, trauma, and displacement.

Recruitment

Our recruitment practices are designed to attract a wide pool of candidates and to assess applicants based on relevant skills, qualifications, and experience. We also recognise that certain groups are underrepresented in the sectors workforce and may face additional barriers to employment & opportunities. In line with the Equality Act 2010, we may take proportionate steps to encourage applications from individuals within these groups. This may include targeted outreach, inclusive job advertising, and partnerships with organisations that support marginalised communities.

Our Communities

Movema strives to make our activities genuinely inclusive, recognising, appreciating, and valuing the diversity of each individual. We incorporate measures that help people feel respected, included, and empowered to participate and reach their full potential.

Our team is committed to clear communication and to actively fostering a positive, inclusive environment. We uphold respect for people’s differences and are dedicated to challenging and preventing discrimination in all its forms.

Movema aims to ensure that all activities are designed and delivered in line with best practice, with a strong commitment to listening to, learning from, and responding to the voices of our diverse communities.



OUR COMMITMENTS

Movema is committed to nurturing an inclusive and welcoming workplace culture, grounded in creativity, care, and respect. We believe that embracing equality, diversity and inclusion not only strengthens our organisation, but enriches the communities and art we co-create.

1. Fostering a Culture of Belonging

We actively promote equality, diversity, and inclusion in all areas of our work. These values are central to our purpose and reflect the diverse communities we work with. We believe that inclusive practice leads to stronger teams, deeper artistic expression, and more meaningful connections.

2. Respect and Safety in the Workplace

We are dedicated to creating an environment free from bullying, harassment, victimisation, and unlawful discrimination—where every individual is treated with dignity and respect. We value the unique perspectives and contributions of each team member and are committed to building a culture where everyone feels seen, heard, and valued.

This includes ensuring all staff and freelancers understand their rights and responsibilities under our equality and inclusion policies and are supported to uphold these values in their day-to-day work. We recognise that everyone has a role and responsibility in shaping an inclusive workplace.

3. Responding to Harm and Misconduct

We take seriously any concerns or complaints of discrimination, harassment, or victimization, whether they come from staff, artists, participants, or members of the public. We handle these matters with care, confidentiality, and appropriate action. Serious breaches of conduct may lead to disciplinary procedures, and in some cases, may involve legal action.

4. Supporting Growth and Creativity

We are committed to supporting the professional development of our team. We encourage all staff and collaborators to explore their full potential and provide equitable opportunities for training, learning, and progression.

5. Fair and Transparent Decision-Making

All staffing decisions are made based on merit, skills, and potential—guided by the principles of fairness, inclusivity, and, where applicable, positive action permitted under the Equality Act.

6. Ongoing Reflection and Learning

We regularly review our practices and policies to ensure they remain fair, relevant, and reflective



of evolving best practice. This includes staying informed about developments in law, access, safeguarding, and equity within the arts and charity sectors.

7. Listening, Learning and Evolving

We monitor the makeup of our team in relation to protected characteristics such as age, ethnicity, gender, disability, sexual orientation, and belief. This helps us reflect on how we are doing and identify areas for growth. We review our equality policy annually, using lived experiences, community feedback, and data to guide meaningful change.

AGREEMENT TO FOLLOW THIS POLICY

The equality, diversity and inclusion policy is fully supported by senior management and has been agreed with the Board of Trustees.

ACCESS TO POLICY

This policy will be made available to all staff by being included in induction material. Current and prospective partners and funders will also be sent copies on request. The policy is available on our website.

ASSESSMENT AND MONITORING OF POLICY

Movema will review and update the policy every three years, or as needed to ensure it is in line with UK legislation. The effectiveness of this policy will be reviewed and in consultation with its board of directors and amended where appropriate.

OUR DISCIPLINARY AND GRIEVANCE POLICIES

Details of the Movema's grievance and disciplinary policies and procedures can be found in the Staff handbook, and HR platform, and will be made available on request.

Use of the organisation's grievance or disciplinary procedures does not affect an employee's right to make a claim to an employment tribunal within 3 months of the alleged discrimination.